Folder Side: Performance Name: TOMMY HENSON **Account Number: 42278**



NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First HENSON II, TO				2. Soci	al Security M	umber	3. Date	of Birt	h	4. Effectiv 07/28/		
FIRST ACTIO				SECO	ND ACT	TON						
5-A. Code	5-B. Nature of Action			6-A. Coo		_	Nature of	Action				
849	INDIVIDUAL CASH	AWARD NRB										
5-C. Code	5-D. Legal Authority			6-C. Coo	de	6-D.	Legal Au	thority				
5-E. Code	5-F. Legal Authority			6-E. Coo	ie	6-F.	Legal Aut	hority				
7. FROM: Position	Title and Number			15. TO:	Position Title	and Nu	mber					
				GENI	ERAL ATT	ORNE						
8. Pay Plan 9. Occ. Coo	de 10. Grade or Level 11. Step	or Rate 12 Total Salary	13. Pay Basis	VFDA 16. Pay Pi	100000000000000000000000000000000000000	30959 Code 1	8 Grade or	Level 1	9 Step or Ra	ite 20. Total Sa	lary/Aware	d 21. Pay Basis
o, ray rian ox oxe. Con	is Grade of Level 11. Step	or Rate 12. Total Salar y	15.1 ay Dasis	10.7 ay 17	an Trocci	Conc	o. Cirace of	Level	элэкр ог ка	225	L.	Littay Dasis
12A. Basic Pay	12B. Locality Adj. 12	C. Adj. Basic Pay	12D. Other Pay	20A. Basic	: Pay	1	20B. Localii	y Adj.	20C. Adj	. Basic Pay	20D. Off	her Pay
14. Name and Local	tion of Position's Organizat	ion		REGIO OFFICE DEPUT WATER	e and Location 6 PN 6 E OF REG TY REGION R ENFORCE AS,TEXAS	IONAL NAL CO	COUNS	EL FOR				
EMPLOYEE	DATA											
23. Veterans Prefere	ence	5 - 10-Point/Other		24. Tenu				25. Agei	ncy Use	26. Veterai	ıs Prefere	ence for RIF
1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable	6 - 10-Point/Compensa	ble/30%	1	0 - None 1 - Permanent		efinite			YES	X	NO
27 FEGLI	oog 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			100000000000000000000000000000000000000	itant Indicat					29. Pay Ra	te Detern	ninant
	-2			9	NOT API	PLICAL	BLE			0		
30. Retirement Plan		31. Service 04/25/201	Comp. Date (Leave) 0	32. Worl	Schedule FULL-TI	ME				33. Part-T	Biweekly	
POSITION D		04/25/201	Y.	1.76	TOLD II						Pay Perio	0 a
34. Position Occupi	77.0	35. FLSA (atogory	26 Appr	opriation Co	da				37. Bargain	sing Unit	Status
2 1 - Competitive 2 - Excepted Ser	Service 3 – SES General	E E	- Exempt	эм. хүри	opriation Ct	ur.				1050	ing out	Status
38. Duty Station Co 48-1730-113	.06		ation (City - County DALLAS,TEXAS		Overseas Lo	cation)						
40. Agency Data FUNC CLS 00	41. VET STAT X	42. EDUC LVL 15	43. SUPV ST		44. POS	TTION	CENCIT	TVITY	NONCE	VETTIVE/I	OW DI	
FUNC CLS 00	VEISIALA	EDUC LVL 15	SULVE	AIO	ros	HION	SENSII	11111	NONSE	NSITIVE/L	OW KI	
45. Remarks												
46. Employing Depa					nature/Autho					icial		
EP - ENVIRON	MENTAL PROTECTIO)		151352	2818 / ELE	CTRON	VICALLY	Y SIGN	ED BY:			
47. Agency Code EP00	48. Personnel Office ID 3248	49. Approv 07/28/20			ICIA L. W. AN RESOU			R				

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First HENSON II, TO				2. Soci	ial Security N	umber	3. Date	of Birth		4. Effective 05/05/		
FIRST ACTIO		MX - AC U.X - AC U.X - AC-		SECC	ND ACT	TON						-
5-A. Code	5-B. Nature of Action			6-A. Co			vature of A	ction				
849	INDIVIDUAL CASH A	AWARD NRB		12,772,972,973								
5-C. Code	5-D. Legal Authority			6-C. Co	de	6-D.	Legal Auth	ority				
5-E. Code	5-F. Legal Authority			6-E. Co	de	6-F.	Legal Auth	ority				
7. FROM: Position	Title and Number			15. TO:	Position Title	and Nu	mber					
				GENI	ERAL ATT							
9 Bar Blas 9 Oan Car	4- 10 Couds on Local 11 Store	- Bat- 12 Tatal Salama	13 Ban Bank		The second second	30959	9 Canda an 1	10.6		e 20. Total Sa	/ .	1 21 Par Paris
8. Pay Plan 9. Occ. Coo	de 10. Grade or Level 11. Step o	r Rate 12. Total Salary	13. Pay Basis	16. Pay Pi	an 17. Occ.	Code	o. Grade or i	Level 19.2	step or Kat	1700	iary/Awart	1 21. Pay Basis
12A. Basic Pay	12B. Locality Adj. 12C	Adj. Basic Pay	12D. Other Pay	20A. Basic	e Pay	2	0B. Locality	Adj.	20C. Adj.	Basic Pay	20D. Oth	ner Pay
14. Name and Local	tion of Position's Organizatio	n		REGIO OFFIC DEPUT WATE	e and Location N 6 E OF REG. Y REGIO! R ENFORC	IONAL NAL CO	COUNSEL	L FOR EN				
EMPLOYEE	DATA			•						i.		
23. Veterans Prefere		5 - 10-Point/Other		24. Tenu	re 0 - None	2 - Con		5. Agency	v Use	26. Veterar	s Prefere	nce for RIF
1 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable	6 - 10-Point/Compensal	ole/30%	1	1 - Permanent					YES	X	NO
27 FEGLI				100000000000000000000000000000000000000	itant Indicat					29. Pay Ra	te Determ	inant
40 P - 1			1	9	NOT API	LICAB	LE			0		
30. Retirement Plan K FERS & F		31. Service 0 04/25/2010	Comp. Date (Leave)	F	Schedule FULL-TI	ME					ime Hour Biweekly Pay Peric	
POSITION D	ATA		4-	1.00	A Company of the Comp	11-14-00-1					,	,
34. Position Occupi	77.0	35. FLSA C	ategory	36. Appr	opriation Co	de				37. Bargair	ning Unit	Status
2 1 - Competitive 2 - Excepted Set			- Exempt - Nonexempt	000000000000000000000000000000000000000						1050		1900 00 to 10
38. Duty Station Co 48-1730-113	de		tion (City – County DALLAS,TEXAS		Overseas Lo	cation)						
40. Agency Data FUNC CLS 00	41. VET STAT X	42. EDUC LVL 15	43. SUPV ST	TAT 8	44. POS	ITION	SENSITI	VITY N	ONSEN	SITIVE/L	ow ri	
45. Remarks	Constitution of Science Control	1 0.25 5.34 0.35 0.35 0.45 0.15 1.05 0.35 0.35	3									
2 14 2 14 2 14 2 14 2 14 2 14 2 14 2 14	MENTAL PROTECTIO			150803	nature/Authe	CTRON	ICALLY			cial		
47. Agency Code EP00	48. Personnel Office ID 3248	49. Approv 05/05/201			ICIA L. W. AN RESOU							

NOTIFICATION OF PERSONNEL ACTION

1114 Supp. 250 SS; Subcit. 4			,								
1. Name (Last, First, Middle) HENSON II, TOMMY TUCKER			2. Social	Security Nu	ımber	3. Date o	f Birth		4. Effective 04/30/2		
FIRST ACTION			SECON	D ACT	ION				04/50/	.010	
5-A. Code 5-B. Nature of Action			6-A. Code			ature of A	ction				
846 INDIVIDUAL TIME-OFF A	WARD						*****				
5-C. Code 5-D. Legal Authority			6-C. Code		6-D. I	Legal Autho	ority				
5-E. Code 5-F. Legal Authority			6-E. Code		6-F.1	egal Autho	ority				
7. FROM: Position Title and Number		-	15. TO: Po	sition Title	and Nun	nber					
			GENEI	RAL ATTO	DRNEY	Z.					
			VFDA0	000 003	0959						
8. Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or Rate 1	2. Total Salary 13.	Pay Basis	16. Pay Plan		ode 18	8. Grade or L	evel 19	Step or Rat	e 20. Total Sal	ary/Award	21. Pay Basis
12A. Basic Pay 12B. Locality Adj. 12C. Adj. Ba	sic Pay 12D, Ot	her Pay	20A. Basic P	ay	20	0B. Locality	Adj.	20C. Adj.	Basic Pay	20D. Other	Pay
14. Name and Location of Position's Organization			22. Name a	nd Location	of Posit	tion's Orga	nizatio	n			
			REGION	6							
				OF REGION				NF			
				ENFORC							
			DALLAS	TEXAS							
				,							
EMPLOYEE DATA		0	Action of the control			1		COCKETONIA MICE	ly Docestic Control of the Control		C. N. Sarcie Chicken Hope
Part 170	0-Point/Other			0 – None	2 - Cond	ditional	. Agen	cy Use	26. Veteran		
1 2 - 5-Point 4 - 10-Point/Compensable 6 - 1 27 FEGL1	0-Point/Compensable/30%			l - Permanent	3 - Indel	finite		<u> </u>	YES	1 22 1	40
- FRGII				ant Indicato NOT APP		LE			29. Pay Rat	e Determin	ant
30. Retirement Plan	31. Service Comp. D	ate (Leave)	32. Work S	Schedule					33. Part-Ti	me Hours	Per
K FERS & FICA	04/25/2010		F	FULL-TIN	1E					Biweekly Pay Period	
POSITION DATA			6.98		-98300				12	ray reriou	
34. Position Occupied	35. FLSA Category		36. Appror	oriation Cod	le				37. Bargain	ing Unit St	atus
1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved	E - Exempt	pt							1050		
38. Duty Station Code 48-1730-113	39. Duty Station (Cit DALLAS, DALLA	ty – County	- State or O	verseas Loc	ation)			,			
40. Agency Data 41. 42.	1	43.		44.							
	UC LVL 15	SUPV ST	AT 8	0.00	TION	SENSITI	VITY :	NONSEN	SITIVE/L	OW RI	
45 Romark BEEN GRANTED 4 HOUR				on mo 1		00.70			11017 111	255	
FROM THE EFFECTIVE DATE OF THI	S OF TIME-OFF S SF50 TO USE										
FORFEITED AND CANNOT BE CONVER											
46. Employing Department or Agency			50 Siona	ture/Authen	tication	and Title	of Appe	ovine Offi	rial		
EP - ENVIRONMENTAL PROTECTIO				16 / ELEC					Land I		
47. Agency Code 48. Personnel Office ID	49. Approval Date		ASSAULT (SANS)	IA L. WA							
EP00 3248	04/30/2015		347514EEET	RESOUR							

NOTIFICATION OF PERSONNEL ACTION

11 14 Supp. 270 55, 540	CII										
1. Name (Last, First, HENSON II, TON	** (100)			2. Social	Security Nun	nber 3	3. Date of Bir	th	4. Effective 07/08/		
FIRST ACTIO			## ## ## ## ## ## ## ## ## ## ## ## ##	SECON	D ACTIO	ON	//		011001		
5-A. Code	5-B. Nature of Action			6-A. Code			ire of Action				
849	INDIVIDUAL CASH AW	ARD NRB									
5-C. Code	5-D. Legal Authority			6-C. Code		6-D. Leg	al Authority				
5-E. Code	5-F. Legal Authority			6-E. Code		6-F. Leg	al Authority				
7. FROM: Position	Title and Number			15 TO: Po	sition Title ar	ad Numbe	or-				
7. PROM. Position	ride and Number				RAL ATTO						
				VFDA0	000 00309	059					
8. Pay Plan 9. Occ. Cod	le 10. Grade or Level 11. Step or Ra	te 12. Total Salary	13. Pay Basis	16. Pay Plan			rade or Level	19.Step or Ra	te 20. Total Sa	lary/Award	21. Pay Basis
12A. Basic Pay	12B. Locality Adj. 12C. Adj	Basic Pay	12D. Other Pay	20A. Basic P	ay	20B.	Locality Adj.	20C. Adj.	Basic Pay	20D. Other	Pay
14 No.00 Cont Clas	in the Wall Control			22 872002		f D - 241					
14. Name and Locat	ion of Position's Organization			REGION OFFICE DEPUTY	OF REGIO REGIONA ENFORCE	NAL CO L COUN	OUNSEL NSEL FOR				
EMPLOYEE	DATA			ā .					939		
23. Veterans Prefere		5 - 10-Point/Other		24. Tenure		2 - Condition		ency Use	26. Veterai	ns Preference	e for RIF
1 2 - 5-Point		5 - 10-Point/Compensable/	30%	1 1	l – Permanent	3 - Indefinite			YES	1 22 1	NO
27 FEGLI					ant Indicator NOT APPL	CARLE	i		29. Pay Ra	te Determin	ant
30. Retirement Plan		31 Service Co.	mp. Date (Leave)	, c		CADLL			-	ime Hours	Per
K FERS & F		04/25/2010	mp. Date (Ecave)		FULL-TIMI	E			-	Biweekly Pay Period	
POSITION D	ATA			5.96	570156441.67456145761-04	NATE OF THE PARTY				1 4 7 1 1 1 1 1 1 1	
34. Position Occupi		35. FLSA Cate	egory	36. Approp	oriation Code	ă			37. Bargain	ning Unit St	atus
2 1 - Competitive S	Service 3 – SES General vice 4 – SES Career Reserved		xempt lonexempt						1050		
38. Duty Station Co 48-1730-113	.01		on (City - County		verseas Locat	tion)					
40. Agency Data	41.	42.	43.		44.						
FUNC CLS 00		EDUC LVL 15	SUPV ST	CAT 8	0.00	ION SE	NSITIVITY	Y NONSEN	NSITIVE/L	OW RI	
45. Remarks											
46. Employing Depa EP - ENVIRON	MENTAL PROTECTIO				ture/Authenti 53 / ELECT				ciai		
47. Agency Code	48. Personnel Office ID	49. Approval	Date	200 000 000 000 000	C. CICCAI			en er Derkondo el Trocción de			
EP00	3248	07/08/2014	erantidos.	Reference and the	G HUMAN I			ICER			

FPM Supp. 296-33, Sul	och. 4													
1. Name (Last, First	, Middle)					2. Soci	al Security N	umber	3. Date	of Birth	ı	4. Effect	ive Date	
Henson II,Tomm	y Tucker											01/0	7/2014	
FIRST ACTION	ON					SECO	ND ACT	ION						
5-A. Code 846	5-B. Nature of Action Individual Time-C					6-A. Coo	de	6-B. N	ature of A	Action				
5-C. Code	5-D. Legal Authority					6-C, Coo	de	6-D. L	.egal Aut	hority				
5-E. Code	5-F. Legal Authority					6-E, Coo	ie	6-F. L	egal Aut	hority				
7. FROM: Position General Attorne 001440 00030959		744							aber	A1				
8. Pay Plan 9. Occ. Co. GS 0905		. Step or Rate 1	2. Total Salary	13. Pay		16, Pay Pl GS	an 17. Occ. 0		. Grade or	Level 19	9.Step or Rat	170000 00000000	Salary/Awai Hours	rd 21. Pay Basis
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Ba		12D. Other		20A. Basic		-	B. Localit	v Adi		. Basic Pay		ther Pay
87,520.00	18,090.00	105,610		0	140	87,52		1 2	18,090.0			10.00	\$0	
Environmental P Region 6 Dallas, Office Of Region	al Counsel, unsel For Enforceme ent Branch					Environ Region Office C Deputy	: 00000355 mental Pro 6 Dallas, Of Regional Regnl Cour Enforcemen	tection A Counsel usel For	Agency l, Enforce					
23. Veterans Prefer						24. Tenu	re		1	25. Agen	cv Use	26. Veter	rans Prefer	ence for RIF
1 - None 2 - 5-Point	3 = 10-Point/Disability 4 = 10-Point/Compensab		0-Point/Other 0-Point/Compensa	able/30%		1	0 - None 1 - Permanent	2 - Cond 3 - Indefi	itional	8		Test	ES X	NO
27 FEGLI							itant Indicate					30237	Rate Deteri	
		51°== 2				9	Not Appli	cable				0	0 Regul	
30. Retirement Plan			31. Service 04/25/201	Comp. Date	(Leave)	32. Work	Schedule Full Time					33. Part-	Biweekly	Y
POSITION D				(S).			0.840.03000					3.5	Pay Per	100
34. Position Occupi			35. FLSA C	Category		36. Appr	opriation Co	de				37. Barga	aining Unit	Status
2 1 - Competitive 2 - Excepted Se		erved		E - Exempt N - Nonexempt								1050		
38. Duty Station Co 48-1730-113	da da			ation (City -		- State or	Overseas Lo	cation)						
40. Agency Data C60	41. 04/21/2013	42.			3. VDM		44. PAD	Numbe	.,,,,,					
C00	04/21/2013			, ,	V DIVI		IAK	Numbe	1.					
45. Remarks Time off a	ward must be	used pr	ior to 3	865 days	s from	n effe	ctive d	ate.						
46. Employing Depa	artment or Agency						nature/Auther		and Title	of Appr	roving Offi	icial		

1. Name (Last, First						2. Soci	ial Secu	urity Numb	er 3. D	ate of Birth	Ý.	4. Effecti		
Henson II, Tommy												08/08	/2012	
FIRST ACTIO	ON					SECO	OND	ACTIO	N					
5-A. Code 849	5-B. Nature of Action Individual Cash Aw	ard NRB				6-A. Co	de	6-	B. Nature	of Action				
5-C. Code	5-D. Legal Authority					6-C. Coo	de	6-	-D. Legal	Authority				
5-E. Code	5-F. Legal Authority					6-E. Coo	de	6-	-F. Legal /	Authority				
7. FROM: Position General Attorne 001440 00030959						200000000000000000000000000000000000000	ral At	n Title and torney	Number					
8. Pay Plan 9. Occ. Coo GS 0905	10. Grade or Level 11. S		2. Total Salary 102,204.00		Pay Basis	16. Pay Pl GS	an 1	7. Occ. Code 0905	18. Grad	e or Level 19	Step or Ra	te 20. Total S 300.00	alary/Awa	rd 21. Pay Basis
12A. Basic Pay 84,697.00	12B. Locality Adj. 17,507.00	12C. Adj. Bas		12D, O	ther Pay	20A. Basic 84,69			20B. Loc 17,50	ality Adj.		Basic Pay	20D. O	ther Pay
DeptID: 00000035 Environmental Pr Region 6 Dallas, Office Of Regiona	al Counsel, unsel For Enforcemen ent Branch	00				DeptID: Enviror Region Office O	: 0000 iment 6 Dall Of Reg Regn Enforc	gional Cou l Counsel cement Br	Org Cd: 9 ion Agen insel, For Enfo	0696200 cy	on .			
23. Veterans Prefere	ence	5 – 16	D-Point/Other			24. Tenu	re 0 - No	1	- Conditional	25. Agen	cy Use	26. Vetera	ıns Prefe	rence for RIF
1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable		0-Point/Compensal	ble/30%		2	135 2250		- Indefinite	8		YE	s x	NO
27 FEGLI						28. Annu	7		16			29. Pay R		
30. Retirement Plan	<u> </u>			c n		9 32. Worl		Applicabl	le			0		ar Rate
K FERS and			31. Service 0	-venon	ate (Leave)	F	- Contract	Time				33. Part-	Biweekl Pay Per	у
POSITION D	AUG COSTANT			8-		6.90	000000					. 332	Tay I er	iou
34. Position Occupi	ed		35. FLSA C	ategory		36. Appr	opriat	ion Code				37. Barga	ining Uni	t Status
2 1 - Competitive 2 - Excepted Ser		ed		- Exempt - Nonexem	opt							0012		
38. Duty Station Co 48-1730-113	de		39. Duty Sta Dallas Dal		ty – County USA	- State or	Overs	eas Locatio	n)					
40. Agency Data C60	41. 04/22/2012	42.			43. WDM			44. PAR Nu	mber:					
45. Remarks														
46. Employing Depa Environmental P 47. Agency Code	rtment or Agency Protection Agency 48. Personnel Office II	N	49. Approv	al Date		Patric	ia L	Authentica Watson sources C		itle of Appr	roving Offi	icial		
EP00	3248	2	08/07/201			Huma	iii Ke	sources C	Amer					

FPM Supp. 296-33, Sut	och, 4											
1. Name (Last, First	×				2. Soc	ial Security N	Sumber	3. Date of Bir	th	4. Effective		
Henson II,Tomm			WK - W WK - W							07/03/	2012	
FIRST ACTION						OND ACT						
5-A. Code 849	5-B. Nature of Action Individual Cash A				6-A. Co	de	6-B. N	ature of Action				
5-C. Code	5-D. Legal Authority	14			6-C. Co	de	6-D.	Legal Authority				
5-E. Code	5-F. Legal Authority				6-E. Co	de	6-F.1	Legal Authority				
7. FROM: Position General Attorne 001440 00030959		77						mber		2	-0	
3. Pay Plan 9. Occ. Coo				13. Pay Basis	16. Pay P	15/10/20/20/20/20		8. Grade or Level	1000	100 A CO. C.	. 6	21. Pay Basis
GS 0905 2A. Basic Pay	14 (12C. Adj. Bas	102,204.00	12D. Other Pay	20A. Basi	0905		14 0B. Locality Adj.	200 441	2,670.00 Basic Pay	20D. Other I	Dan v
84,697.00	17,507.00	102,204.		0	84,69			17,507.00		04.00	\$0	ay
Region 6 Dallas, Office Of Region:	unsel For Enforceme ent Branch	nt,			Region Office Deputy Water	nmental Pro 6 Dallas, Of Regional Regnl Cou Enforcemen	Counse nsel For	l, Enforcement,	6			
23. Veterans Prefer					24. Ten	ıre		25. Age	ency Use	26. Veterai	ns Preference	for RIF
1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensabl)Point/Other)Point/Compensa	ble/30%	2	0 - None 1 - Permanent	2 - Con 3 - Inde	ditional		YES	- 1	
7 FEGLI					28. Ann	uitant Indicat	or				te Determina	
					9	Not Appl	icable			0 (0 Regular R	ate
30. Retirement Plan	1		31. Service	Comp. Date (Lea	ve) 32. Wor	k Schedule				33. Part-T	ime Hours Po Biweekly	er
K FERS and	-Alteresteelt		04/25/201	0	F	Full Time	5			00	Pay Period	
POSITION D	87/37		T		-							
34. Position Occupi	Service 3 – SES General		35. FLSA C	ategory - Exempt	36. App	ropriation Co	ode			2250 PC 320 BOW	ning Unit Sta	tus
2 2 - Excepted Se	rvice 4 - SES Career Reser	ved	E N	- Nonexempt	-		Companya:			0012		
38. Duty Station Co 48-1730-113	ode			ition (City – Cou llas TX USA	nty – State o	r Overseas Lo	cation)					
40. Agency Data C60	41. 04/22/2012	42.		43. WDN	1	44. PAI	R Numbe	er:				
45. Remarks												
46. Employing Depa Environmental I 47. Agency Code	artment or Agency Protection Agency 48. Personnel Office I	D	49. Approv	al Date	Patri	nature/Autho cia L Wats an Resoure	on	and Title of Ap	proving Offi	icial		
47. Agency Code EP00	48. Personnel Office I 3248	D	49. Approv		Hum	an Resoure	ces Offi	cer				



Henson II,Tomm FIRST ACTI 5-A. Code								ity Number	3. 174	e of Birth		4. Effecti			
	ON	X (1)				SECO	ND A	CTION				04/20	72012		
o in code	5-B. Nature of Action	on .				6-A. Coc			Nature of	Action					
846	Individual Time-					0 76.00		0 2	tature of	2441011					
5-C. Code	5-D. Legal Authorit	y				6-C, Coc	ie	6-D.	Legal A	thority					
5-E. Code	5-F. Legal Authorit	y				6-E. Coc	ie	6-F.	Legal Au	thority	01 04.00 Hours 20C. Adj. Basic Pay 86,489.00 \$0				
7. FROM: Position General Attorno 001961 00030959							ral Atto 1	Title and Nu orney	mber						
3. Pay Plan 9. Occ. Co	de 10. Grade or Level 1	1. Step or Rate 1	2. Total Salary	13, 1	Pay Basis	16. Pay Pl		Occ. Code 1	8. Grade	or Level 19	Step or Rate	e 20. Total S	alary/Award	21. Pay Basis	
GS 0905	13	01	86,489.00	P	A	GS	(905	13		01	04.00 H	Iours		
2A. Basic Pay	12B. Locality Adj.	12C. Adj. Ba		12D, Ott	ier Pay	20A. Basic		4	20B. Local				1000	Pay	
71,674.00	14,815.00	86,489.0	U	0		71,67		cation of Pos	14,815	area .	1202016-0000	9.00	80		
Environmental F Region 6 Dallas, Office Of Region	unsel For Enforcem					Environ Region o Office C Deputy	mental 6 Dallas Of Regio Regnl C Enforce	onal Counse Counsel For ment Branc	Agency el, Enforc						
EMPLOYEE						1				1	COCKER PARKET	Towns a series of the series o		con du con todo el noto la	
23. Veterans Prefer	3 - 10-Point/Disability		0-Point/Other 0-Point/Compensa	ble/30%		24. Tenu 2	re 0 - None 1 - Perm		ditional efinite	25. Agen	cy Use	Tecore	- T		
7 FEGLI	4 TV T dill Compens	ible 5 3				28. Annu				0			1 22 1		
						9	Not A	pplicable				2000			
30. Retirement Pla	n		31. Service	Comp. Da	ite (Leave)	32. Work	Schedu	le				33. Part-	Time Hours P	er	
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34. Position Occup			35. FLSA C	MARKET PRINCIPAL		36. Appr	opriatio	n Code				37. Barga	ining Unit Sta	itus	
2 1 - Competitive 2 - Excepted S		served		- Exempt - Nonexemp	τ							0012			
38. Duty Station C 48-1730-113	ode		39. Duty Sta Dallas Da			- State or	Oversea	s Location)							
40. Agency Data C60	41. 04/24/2011	42.			43. WDM			4. PAR Numb	er:						
45. Remarks Time off a	ward must be	used pr	ior to 3	65 da	ys fron	m effe	ctive	e date.							
46. Employing Department or Agency Environmental Protection Agency 47. Agency Code 48. Personnel Office ID 49. Approval Date EP00 3248 04/17/2012						Patric	ia L W	uthentication atson		le of Appr	oving Offic	cial			

FPM Supp. 296-33, Sub	och. 4											
1. Name (Last, First	×				2. Soci	al Security N	umber	3. Date of Bir	th	4. Effectiv		
Henson II, Tomm										01/12	/2012	
FIRST ACTIO					SECO	ND ACT						
5-A. Code 846	5-B. Nature of Actio Individual Time-0				6-A. Coo	de	6-B. N	ature of Action				
5-C. Code	5-D. Legal Authority	ý			6-C. Coo	de	6-D. I	Legal Authority				
5-E. Code	5-F. Legal Authority	(6-E. Coo	ie	6-F. L	Legal Authority				
7. FROM: Position General Attorne 001961 00030959		74			100000000000000000000000000000000000000			mber		*		
8. Pay Plan 9. Occ. Coo GS 0905	de 10. Grade or Level 11		2. Total Salary 86,489.00	13. Pay Basis PA	16. Pay Pl GS	an 17. Occ. 0		8. Grade or Level	19.Step or Rat	e 20. Total Sa 03.00 H		21. Pay Basis
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Ba	- 52	12D. Other Pay	20A. Basic			0B. Locality Adj.	20C. Adj.		20D. Othe	r Pav
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27 FEGLI			***************************************			itant Indicate				-	te Determi	
			Town town to		9	Not Appli	cable				0 Regular	
30. Retirement Plan				Comp. Date (Leave)	Synt	Schedule				9909	ime Hours Biweekly	
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34. Position Occupi	A 10.00		35. FLSA C	ategory	36. Appr	opriation Co	de			37. Bargai	ning Unit S	atus
2 1 - Competitive			E E	- Exempt		•				0012	-	
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48-1730-113			Dallas Dal	las TX USA								
40. Agency Data C60	41. 04/24/2011	42.		43. WDM		44. PAR	Numbe	er:				
45. Remarks Time off a	ward must be	used pr	ior to 3	65 days fro	m effe	ctive d	ate.					
46. Employing Depa	rtment or Agency					nature/Auther		and Title of Ap	proving Offic	cial		
47. Agency Code EP00	48. Personnel Office	ID	49. Approv			n Resourc		cer				

1. Name (Last, I	First, Middle)				2. Social	Security Number	3. Date of Bi	rth	4. Effectiv	e Date				
Henson II,To	mmy Tucker								08/30/	2011				
FIRST AC	TION				SECON	D ACTION								
5-A. Code 849	5-B. Nature of A Individual C		NRB		6-A. Code	6-В.	Nature of Action	V:						
5-C. Code	5-D. Legal Autho	ority			6-C. Code	6-1). Legal Authority	<i>(</i>						
5-E. Code	5-F. Legal Autho	rity			6-E. Code	6-F	. Legal Authority							
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12A. Basic Pay	12B. Locality Adj.	12C. Adj.	Basic Pay	12D. Other Pay	20A. Basic Pa	iy	20B. Locality Adj.		. Basic Pay	20D. Othe	er Pay			
71,674.00	14,815.00	86,489.	00	0	71,674.	00	14,815.00	86,489	36,489.00 \$0					
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23. Veterans Pre			- 10-Point/Other - 10-Point/Compen	sable/30%			onditional	ency Use	26. Veteral	ns Preferen S X	ce for RIF NO			
.I	yr w en er	50110			28. Annuit	ant Indicator	27.0		29. Pay Rat	te Determin	iant			
		<u> </u>	Fanorene		8777. 774	Not Applicable			100000000000000000000000000000000000000	0 Regula	# I Durate Color (# 02)			
30. Retirement I	lan and FICA		31. Service 04/25/20	Comp. Date (Leav 10		Schedule Full Time			33. Part-T	ime Hours Biweekly Pay Period				
POSITION	DATA													
34. Position Occ	upied		35. FLSA	Category	36. Approp	riation Code			37. Bargair	ning Unit S	tatus			
3	etitive Service 3 – SES Gener ted Service 4 – SES Caree		302	E – Exempt N – Nonexempt					0012					
38. Duty Station			39. Duty S	tation (City – Coun	ty – State or O	verseas Location)	E.							
48-1730-113	Dallas TX USA	66												
40. Agency Data		4	2.	43.		44.	20-							
C60	04/24/2011			WDM		PAR Nun	nber:							

45. Remarks

46. Employing Depa	artment or Agency		50. Signature/Authentication and Title of Approving Official
Environmenta	al Protection Agency		Patricia L Watson
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer
EP00	3248	08/30/2011	



1 M Supp. 200 33, 30															
1. Name (Last, l	First, Mid	idle)				2. 8	social S	Security Number	3. Date of B	irth	4. Effectiv	e Date			
Henson II,To	ommy T	ucker									06/28/	2011			
FIRST AC	TION					SEC	CONI	D ACTION	-W		**************************************				
5-A. Code 849	05.53	B. Nature of Act Idividual Ca		INRB		6-A.	Code	6-В.	. Nature of Actio	n					
5-C. Code	5-	D. Legal Author	ity			6-C.	Code	6-1). Legal Authorit	у					
5-E. Code	5	F. Legal Authori	ity			6-E.	Code	6-F	. Legal Authorit	у					
7. FROM: Positi General Atto 001961 00030959 3. Pay Plan 9. Oo	orney		11. Step/Rate	12. Total Salar	ry 13. Pay B	0 0	Gener: 101961 100309		umber	19.Step/Rate	20. Total Sa	James Amarad	21. Pay Basis		
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4. Position Occ	3	2 CEC C		35. FLS/	Category	36. A	ppropi	riation Code			37. Bargaining Unit Status				
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8. Duty Station 48-1730-113	Code				Station (City – C Dallas TX U		or Ov	verseas Location)			,				
40. Agency Data 41. 42. 43.						1		44.							
C60		04/24/2011			WI	OM		PAR Nun	nber:						

45. Remarks

46. Employing Depa	artment or Agency		50. Signature/Authentication and Title of Approving Official
Environmenta	al Protection Agency		Patricia L Watson
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer
EP00	3248	06/23/2011	



Folder Side: Permanent Name: TOMMY HENSON **Account Number: 42278**



1. Name (Last, First.					2 Soc	ial Security N	umber	3. Date of	Ricth		4. Effective	e Date	
HENSON II, TON					2. 300	ar security is	umber	S. Date of	Direi		04/17/		
FIRST ACTIO	ON				SECO	OND ACT	ION						
5-A. Code 892	5-B. Nature of Action IRREG PERF PA				6-A. Co	de	6-B. N	ature of Ac	tion				
5-C. Code RBM	5-D. Legal Authority REG 531.501				6-C. Co	de	6-D. I	Legal Autho	rity				
5-E. Code	5-F. Legal Authority				6-E. Co	de	6-F. I	egal Autho	rity				
7. FROM: Position GENERAL ATT						Position Title ERAL ATT							
VFDA0000 003	30959				VFD.	A0000 003	0959						
8. Pay Plan 9. Occ. Cod GS 0905			Total Salary	13. Pay Basis PA	16. Pay P	17. Occ. 0	Code 18	8. Grade or Lo		Step or Rate 05	20. Total Sa 119707	lary/Award	21. Pay Basis PA
12A. Basic Pay 95990	12B. Locality Adj. 20196	12C. Adj. Basi 116186	ic Pay	12D. Other Pay	20A. Basi 9889		2	0B. Locality A 20808	.dj.	20C. Adj. E 11970'		20D. Othe	r Pay
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38. Duty Station Co 48-1730-113	de			tion (City - County DALLAS,TEXAS		Overseas Loc	cation)			1.5			
40. Agency Data FUNC CLS 00	41. VET STAT X	42. EDU	C LVL 15	43. SUPV ST	TAT 8	44. POS	ITION	SENSITIV	TTY	MODERA	TE RISK		
45. Remarks													
46. Employing Depa EP - ENVIRON	rtment or Agency MENTAL PROTEC	тю				nature/Auther					ial		
47. Agency Code	48. Personnel Office	emmyor.	49. Approva	al Date	Alayerine and	ME W. BOY				and the second s			
EP00	3248		04/14/201	6	HUMA	AN RESOU	RCES C	OFFICER					

FPM Supp. 296-33, Subc	n. 4											
1. Name (Last, First, HENSON II, TON					2. Soc	ial Security N	umber	3. Date of	Birth	4. Effective 01/10/		
FIRST ACTIO	ON				SECO	OND ACT	ION			<u> </u>		
5-A. Code 894	5–B. Nature of Action GEN ADJ				6-A. Co	de	6-B. N	ature of Ac	tion			
5-C. Code QWM	5-D. Legal Authority REG 531.207				6-C. Co	de	6-D. I	Legal Autho	rity			
5-E. Code ZLM	5-F. Legal Authority E.O. 13715 DATED	12/18/15			6-E. Co	de	6-F. I	Legal Autho	rity			
7. FROM: Position T GENERAL ATTO					120000000000000000000000000000000000000	Position Title ERAL ATT						
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12A. Basic Pay 95039	12B. Locality Adj. 1 19645	2C. Adj. Basi 114684	ic Pay	12D. Other Pay	20A. Basi 95990		100	0B. Locality A 20196	100	dj. Basic Pay 186	20D. Other	Pay
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23. Veterans Preferer 1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable		-Point/Other -Point/Compensabl	le/30%	24. Tenu 1	0 - None 1 - Permanent	2 – Cone 3 – Indel	ditional	Agency Use	26. Veterai	S X	ce for RIF
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34. Position Occupie		-	35. FLSA Ca	tegory	36. Appr	opriation Cod	le			37. Bargain	ning Unit St	atus
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38. Duty Station Cod 48-1730-113	le			ion (City – County ALLAS,TEXAS		Overseas Loc	cation)					
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46. Employing Depar	tment or Agency IENTAL PROTECTI	0							Approving O			
47. Agency Code	48. Personnel Office ID	· ·	40 1	l Date	100124	+19//ELEC	IKON	ICALLY S	SIGNED BY:	NII.		
EP00	3248		49. Approva 01/10/2010		AUTH	ORIZING	OFFICI	IAL				

1110 Supp. 270 35, 500	CII. 4											
1. Name (Last, First					2. Soci	ial Securit	y Number	3. Date of	Birth	4. Effectiv		
HENSON II, TO					CECC					11/08/	/2015	
FIRST ACTIO					1	OND AC		N-4	torus:			
5-A. Code 713	5-B. Nature of Actio CHG TO LOWE		EVEL OR B	AN	6-A. Co	ae	о-в.	Nature of Act	ion			
5-C. Code	5-D. Legal Authority				6-C. Co	de	6-D	. Legal Autho	rity			
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5-E. Code	5-F. Legal Authority				6-E, Co	ae	6-F	. Legal Author	rity			
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GS 0905			122637	PA	GS	0.000	05	14	04	114684		PA
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basi	ic Pay	12D. Other Pay	20A. Basic			20B. Locality A	100 P	Adj. Basic Pay	20D. Othe	r Pay
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34. Position Occupi			35. FLSA Cat	egory Exempt	36. Appr	opriation	Code			DESCRIPTION OF THE PROPERTY OF	ning Unit S	tatus
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40. Agency Data FUNC CLS 00	41. VET STAT X	42. EDU	C LVL 15	43. SUPV ST	TAT 8	44 Po		SENSITIV	ITY MOD	ERATE RISK		
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	rion NTE 11-0	7-15.			EQ CL			on and Title of		Official Control		
46. Employing Depa EP - ENVIRON	MENTAL PROTEC	стю						NICALLY S				
47. Agency Code	48. Personnel Office	ID	49. Approval	Date	JERO	ME W. B	ONNER					
EP00	3248		11/06/2015		HUMA	AN RESC	OURCES	OFFICER				

FPM Supp. 296-33, Sul 1. Name (Last, First	t, Middle)				2. Soci	al Security Nu	mber	3. Date of Bir	th	4. Effective		
HENSON II, TO					SEC.	NID ACTU	ON			09/06/	2015	
FIRST ACTI		240			1	ND ACTI						
5-A. Code 703	5-B. Nature of Action PROMOTION N				6-A. Co	de	6-B. N	ature of Action				
5-C. Code WDM	5-D. Legal Authorit SCH A, 213.310	The state of the s			6-C. Coo	de	6-D. I	Legal Authority				
5-E. Code	5-F. Legal Authorit	у			6-E. Coo	ie	6-F. I	egal Authority				
7. FROM: Position GENERAL ATT						Position Title :		nber RAL ATTOR	NEY			
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REGION 6 DEFICE OF REC DEPUTY REGIO	tion of Position's Org GIONAL COUNSE DNAL COUNSEL I CEMENT BRANC	L FOR ENF			REGIO OFFICE DEPUT WATER	N 6 E OF REGIO	ONAL AL CO	UNSEL FOR				
EMPLOYEE 3. Veterans Prefer					24. Tenu	re		25. Ag	ency Use	26. Veterai	ns Preferen	ce for RIF
1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compens)-Point/Other)-Point/Compens	ble/30%	1	0 - None 1 - Permanent	2 - Cone 3 - Inde	ditional		YES		NO
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POSITION D	ATA					1						
4. Position Occup			35. FLSA (Category - Exempt	36. Appr	opriation Cod	e			37. Bargair	ning Unit S	atus
2 2 - Excepted Se	rvice 4 – SES Career Re	served	Е ,	i - Nonexempt ation (City - County	- State or	Oversees Lee	otion)			8888		
38. Duty Station Co 48-1730-113	ode		-	DALLAS,TEXAS		Overseas Loc	ttigii)					
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46. Employing Depa EP - ENVIRON 47. Agency Code	MENTAL PROTE	245-25109-09-5	49. Appro	val Date	151522		ΓRON	and Title of Ap		ial		
EP00	3248	98.000	08/28/20		========	AN RESOUR						

FPM Supp. 296-33, Sul	och, 4												
1. Name (Last, First	, Middle)				2. Soc	ial Sec	urity Number	3. Date	of Birt	h	4. Effective		
HENSON II, TO											04/19/	2015	
FIRST ACTI							ACTION						
5-A. Code 893	5-B. Nature of Actio REG WRI	n			6-A. Co	de	6-B. N	vature of .	Action				
5-C. Code Q7M	5-D. Legal Authority REG 531.404	ý			6-C. Co	de	6-D.	Legal Aut	thority				
5-E. Code	5-F. Legal Authority	(6-E. Co	de	6-F.	Legal Aut	hority				
7. FROM: Position GENERAL ATT	TORNEY				GEN	ERAL	n Title and Nu. ATTORNE						
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47. Agency Code EP00	48. Personnel Office 3248	110	49. Approv 04/22/201				L. WATSON ESOURCES O		R				

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1. Name (Last, First, HENSON II, TOM					2. Soci	al Security N	umber	3. Date of Bi	rth	4. Effective 01/11/		
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5-C. Code OWM	5-D. Legal Authority REG 531.207				6-C. Co	le	6-D.	Legal Authority	y			
5-E. Code ZLM	5-F. Legal Authority E.O. 13686 DATED	12/19/14			6-E. Coo	ie	6-F.	Legal Authority	<i>(</i>			
7. FROM: Position 7	Fitle and Number				15. TO:	Position Title	and Nu	mber				
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******			MI ESSAUGHOUSE PERSON									
46. Employing Depar	rtment or Agency				50. Sign	nature/Authe	ntication	and Title of Ap	pproving Offi	cial		
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47. Agency Code	48. Personnel Office ID		49. Approva	Date								
EP00	3248		01/11/2015		AUTH	ORIZING	OFFIC	IAL				

FPM Supp. 296-33, Su	beh. 4											
1. Name (Last, Firs	t, Middle)				2. Soc	ial Security N	umber	3. Date of Birt	h	4. Effectiv	e Date	
Henson II,Tomm	y Tucker									04/20	/2014	
FIRST ACTI	ON				SECO	OND ACT	ION	X///				
5-A. Code 893	5–B. Nature of Action Reg WRI	on			6-A. Co	de	6-B. N	ature of Action				
5-C. Code	5-D. Legal Authorit	y			6-C. Co	de	6-D. I	Legal Authority				
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5-E. Code	5-F. Legal Authorit	у			6-E. Co	de	6-F.1	Legal Authority				
7. FROM: Position General Attorne 001440 00030959		77			1200 CAR 12 DEST			nber		2		œ.
8. Pay Plan 9. Occ. Co	de 10. Grade or Level 1	1. Step or Rate 12	2. Total Salary	13. Pay Basis	16. Pay P	lan 17. Occ.	Code 18	8. Grade or Level	19.Step or Ra	te 20. Total Sa	alary/Award	21. Pay Basis
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27 FEGLI					28. Annu 9	Not Appli				32.5	ite Determin 0 Regular	
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46. Employing Depart					50. Sig	nature/Authe	ntication	and Title of App	proving Off	icial		
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NOTIFICATION OF PERSONNEL ACTION

11 M Supp. 250 35, 848	Cit. 4													
1. Name (Last, First,						2. Soci	al Secur	rity Number	r 3. Dat	te of Birt	h	4. Effecti		
Henson II, Tommy												01/12	2/2014	
FIRST ACTIO								CTION						
5-A. Code 894	5-B. Nature of Action Gen Adj					6-A. Coc	le	6-B	. Nature of	f Action				
5-C. Code	5-D. Legal Authority					6-C, Coc	le	6-1	D. Legal Au	uthority				
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5-E. Code ZLM	5-F. Legal Authority EO 13655					6-E. Cod	le	6-1	F. Legal Au	ithority				
7. FROM: Position 7 General Attorney 001440 00030959		244					ral Atte 0	Title and N orney	Number					
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NOTIFICATION OF PERSONNEL ACTION

FPM Supp. 296-33, Sul	beh. 4											
1. Name (Last, First	t, Middle)				2. Soci	al Security N	umber	3. Date of Birt	h	4. Effectiv	e Date	
Henson II,Tomm	y Tucker									06/16/	/2013	
FIRST ACTION	ON				SECO	ND ACT	ION	X////				
5-A. Code	5-B. Nature of Actio	n			6-A. Co	de	6-B. N	ature of Action				
002	Correction				471		Furlo	ugh				
5-C. Code	5-D. Legal Authority	y			6-C. Coc	de	6-D.	Legal Authority				
					VAJ		5 U.S	.C. 75.Adverse	actions.			
5-E. Code	5-F. Legal Authority	ć.			6-E. Coo	ie	6-F. I	Legal Authority				
7. FROM: Position General Attorne 001440 00030959					15. TO:	Position Title	and Nur	nber				
8. Pay Plan 9. Occ. Co	de 10. Grade or Level 11	1. Step or Rate 1	2. Total Salary	13. Pay Basis	16. Pay Pl	an 17. Occ. 0	Code 1	8. Grade or Level	19.Step or Ra	te 20. Total Sa	dary/Award	21. Pay Basis
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38. Duty Station Co 48-1730-113	.61			ation (City - County llas TX USA	- State or	Overseas Lo	cation)					
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46. Employing Depa Environmental I 47. Agency Code	ertment or Agency Protection Agency 48. Personnel Office	ID	49. Appro	val Date	Patric	nature/Auther ria L Watso	on	and Title of App	oroving Offi	icial		
EP00	3248		09/13/20		Liuma	ii icouit	es Om	***				

-Employee Name: TOMMY HENSON

-SSN: xxx-xx-1831 -POID: 3248

-OrgCode: EP00V6VFDA0000

-Form Number: SF 50

-Form Title: NOTIFICATION OF PERSONNEL ACTION

-Type: FURLOUGH
-Effective Date: 6/16/2013
-Folder Side: Permanent
-NOA Code 1: 471
-NOA Code 2:
-Exception Comment:
-Volume ID: EV8

-File Name: 00497203.pdf

Standard Form 50

NOTIFICATION OF PERSONNEL ACTION

Rev 7/91
U.S. Office of Personnel Management

Guide to Processin																
	st, First, Middl		-					2. Social Sc	curity Number	3. Da	te of Birth		1 .			
	I,Tommy T	ucker						05.55	VD 4 5555				06	-16-20	113	
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5-C. Code	5-D. Legal / 5 U.S.0	-						6-C. Code	6-D. Legal A	uthority						
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7. FROM: Posit		Number						15. TO: Pos	ition Title and Nun	iber						
General A Position:	Attorney 00030959	9						ł								
8.Pay Plan 9.Occ	. Code 10.Gr	rade or Lvi 11.Step or	Rate 12.T	otal Sala	ary		13 Pay Basis	16.Pay Plan	17.Occ. Code 18.0	Grade or LvI	19.Step or R	ate 20.T	otal Salary/Awa	rd		21.Pay Basis
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34, Position Oc		<u> </u>			35. FLSA Cat	egory		36. Appropr	iation Code				37. Bargaini	ng Unit	Status	
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38. Duty Station	n Code							State or Overse	s Location)							
48-1730-					Dallas I	Dallas										
40. Agency Dat C60	a	41. 04-21-2013		42.		1				her:						
45. Remarks		01212013														
- Reason	for furloug	h: Sequestration														
- To be fu	ırloughed b		13 and 09	9/30/20	013 for a tot	tal of 2	3 hours, inc	luding desig	nated furlough	n days on	07/05/13					
and 08/3		Y2013 totals 55	hours fro	m 04/2	21/13 throug	h 09/3	0/13.									
						,										
			2. Social Socurity Number 3. Date of Birth 4. Effective Date 06-16-2013													
}																
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46. Employing	Department or	Agency						50. Signatu	re/Authentication a	nd Title of Ap	proving Offi	cial				
Environn	nental Prote	ection Agency						1								
47. Agency Co		48. Personne	Office ID		49. Approv	val Date			cy C. Ciccarel							
EP00		3248			06-16	-2013			ng HR Officer							

FPM Supp. 296-33, Sul													
1. Name (Last, First Henson II,Tomm	**					2. Soci	al Security	Number	3. Date o	f Birth	4. Effective 04/25	/2013	
FIRST ACTION						SECO	ND AC	TION			04/20	72013	
5-A. Code	5-B. Nature of Action	n':				6-A. Coo		_	Nature of A	ction			
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5-E. Code	5-F. Legal Authority					6-E. Coo	ie	6-F.	Legal Autho	ority			
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34. Position Occupi	Service 3 – SES General		35. FLSA C	ategory - Exempt		36. Appr	opriation C	ode			37. Bargai	ning Unit St	atus
2 2 - Excepted Se		erved	E N	- Nonexempt				PS. Adapato Science			1050		
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40. Agency Data	41.	42.	I manual comm	43.			44.						
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45. Remarks Completed	service requi	rement i	for care	er tenu	re f:	rom 20	10-04-	25 to	2013-0	4-24.			
46. Employing Depa Environmental I 47. Agency Code	Protection Agency 48. Personnel Office	ID	49. Approv	al Date		Nancy	nature/Auth	rello	and Title o	f Approving	Official		
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1. Name (Last, First Henson II, Tomm						2. Soci	ial Sec	curity Num	ber 3	. Date of Bi	rth	4. Effectiv 04/24/			
FIRST ACTI	ON					SECO	ND	ACTIC	N						
5-A. Code	5-B. Nature of Actio	n				6-A. Coc	de	6	-B. Natu	re of Action	1				
881	FEGLI Chg														
5-C. Code DPM	5-D. Legal Authority 5 U.S.C., Chapter		irance.			6-C. Coo	de		6-D. Leg	al Authorit	Ý				
5-E. Code	5-F. Legal Authority		ar arrect			6-E. Coc	de		5-F. Leg	al Authority	(
7. FROM: Position General Attorne 001440 00030959		77				200000000000000000000000000000000000000	ral A	on Title an attorney	d Numbe	er		1/2			
8. Pay Plan 9. Occ. Co GS 0905		/2	2. Total Salary 105,610.00		Pay Basis A	16. Pay Pl GS	an	17. Occ. Cod 0905	5.00	rade or Level 4	19.Step or Ra	105,610		rd	21. Pay Basis PA
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Ba			her Pay	20A. Basic				Locality Adj.		. Basic Pay	20D. O		²ay
87,520.00	18,090.00 tion of Position's Organ	105,610.	00	0		87,52		anemore de la companya de la company	2000	,090.00 1's Organiza		510.00	\$0)	
Region 6 Dallas, Office Of Region Deputy Regnl Co Water Enforceme Dallas TX USA	nvironmental Protection Agency egion 6 Dallas, ffice Of Regional Counsel, eputy Regnl Counsel For Enforcement, /ater Enforcement Branch allas TX USA EMPLOYEE DATA						imen 6 Dal Of Re Regn	tal Protec llas, egional Co al Counse rcement B	tion Ag unsel, l For En	: 9069620 ency nforcemen					
EMPLOYEE 23. Veterans Prefer						24 T-				25 1		26 Materia	n¢.		t DIF
1 - None	1 - None 3 - 10-Point/Disability 5 - 10-Point/Other					24. Tenu 2	24. Tenure 2 0 - None 2 - Conditional 3 - Indefinite 2 1 - Permanent 3 - Indefinite 8 2 YES X NO								
27 FEGLI						28. Annuitant Indicator 29. Pay Rate Determinant									
30. Retirement Plan	1	W	31. Service	Comp. D	ate (Leave)	9 32. Work		t Applicat	не			0 33. Part-T	0 Regul		
K FERS and			04/25/2019	5/	ate (iscave)	F	1000000	l Time				00	Biweekl	y	
POSITION D	- AND CONTROL OF THE		100000000000000000000000000000000000000	?/.		Pay Period									
34. Position Occup			35. FLSA C	ategory		36. Appr	opria	tion Code				37. Bargai	aing Uni	it Sta	tus
2 1 - Competitive 2 - Excepted Se		erved		- Exempt - Nonexem	pt	36. Appropriation Code 37. Bargaining Unit									
38. Duty Station Co 48-1730-113	.7st		39. Duty Sta Dallas Da			- State or	Over	seas Locati	on)						
40. Agency Data C60	41. 04/21/2013	42.			43. WDM			44. PAR Ni	ımber:						
45. Remarks FEGLI chan	ge from														
46. Employing Department or Agency Environmental Protection Agency 47. Agency Code 48. Personnel Office ID 49. Approval Date				50. Signature/Authentication and Title of Approving Official Patricia L Watson Human Resources Officer											
EP00	3248		04/24/20	13											



FPM Supp. 296-33, Sul	beh. 4													
1. Name (Last, First						2. Soci	al Security N	umber	3. Date	of Birt	h	4. Effective		
Henson II,Tomm	*					CECO	NID ACT	TON				04/21/	2013	
FIRST ACTIO	5-B. Nature of Action					6-A. Coc	ND ACT		ature of A	Lation				
5-A. Code 471	Furlough					6-A. Coc	ie	0-B. N	ature of A	xetion				
5-C. Code VAJ	5-D. Legal Authority 5 U.S.C. 75.Adverse	actions.				6-C. Coc	le	6-D. I	Legal Aut	hority				
5-E. Code	5-F. Legal Authority					6-E. Coo	le	6-F.1	Legal Autl	hority				
7. FROM: Position General Attorne 001440 00030959		14				15. TO: 1	Position Title	and Nur	nber	-				
8. Pay Plan 9. Occ. Coo GS 0905	de 10. Grade or Level 11. St 14 02	2 I.,	. Total Salary 105,610.00		Pay Basis	16. Pay Pl	an 17. Occ.	Code 18	8. Grade or	Level 1	9.Step or Ra	te 20. Total Sa	lary/Award	21. Pay Basis
12A. Basic Pay 87,520.00	12B. Locality Adj. 18,090.00	12C. Adj. Bas 105,610.0	ic Pay	12D. Ot	her Pay	20A. Basic	Pay	21	0B. Locality	v Adj.	20C, Adj	. Basic Pay	20D. Other I	Pay
DeptID: 0000003: Environmental P Region 6 Dallas, Office Of Region:	al Counsel, unsel For Enforcemen	0				22. Name	and Locatio	n of Posi	tion's Org	anizati	on			
EMPLOYEE						Prisone transcript	J1_0		1:		C00002250	uy Massanaaren verer		mia se 11922 2012
23. Veterans Prefer 1 - None 2 - 5-Point	1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure 2 0 - None 2 - Conditional 2 1 - Permanent 3 - Indefinite 8 25. Agency Use 26. Veterans Preference f							
27 FEGLI			***************************************			28. Annu	itant Indicat						te Determina	
						9	Not Appli	cable) Regular R	enotio
30. Retirement Plan			31. Service	5	ate (Leave)	5/21	Schedule					5000	ime Hours Po Biweekly	er
POSITION D	1903 000000		04/25/201	U		F Full Time 00 Pay Period								
34. Position Occupi		- i	35. FLSA (Category		36. Appr	opriation Co	de				37. Bargair	ning Unit Sta	tus
2 1 - Competitive 2 - Excepted Se	Service 3 – SES General rvice 4 – SES Career Reserve	d		E – Exempt N – Nonexemp	ot	000000000000000000000000000000000000000						1050		
38. Duty Station Co 48-1730-113	33			ation (Cit	y - County	- State or	Overseas Lo	cation)						
40. Agency Data C60	41. 04/21/2013	42.		1000 ERE	43. WDM		44.	Numbe	202					
	furlough: Seq oughed between			nd 06/	15/2013	3 for	ä total	of 3	2 hou:	rs				
46. Employing Department or Agency Environmental Protection Agency						50. Signature/Authentication and Title of Approving Official Patricia L Watson								
47. Agency Code EP00	48. Personnel Office ID 3248		49. Appro-			Human Resources Officer								

FPM Supp. 296-33, Su	bch. 4													
1. Name (Last, Firs	t, Middle)				2. Soc	ial Security N	umber	3. Date of Birt	h	4. Effectiv	e Date			
Henson II,Tomm	y Tucker									04/21	/2013			
FIRST ACTI	ON				SECO	OND ACT	ION	X///						
5-A. Code 893	5–B. Nature of Action Reg WRI	on			6-A. Co	de	6-B. N	ature of Action						
5-C. Code	5-D. Legal Authorit	y			6-C. Co	de	6-D. I	Legal Authority						
Q7M	Reg 531.404. W	ithingrade in	crease.											
5-E. Code	5-F. Legal Authorit	у			6-E. Co	de	6-F. I	Legal Authority						
7. FROM: Position General Attorne 001440 00030959		77			100000000000000000000000000000000000000			nber		92		·		
8. Pay Plan 9. Occ. Co	de 10. Grade or Level 1	1. Step or Rate 12	2. Total Salary	13. Pay Basis	16. Pay P	lan 17. Occ. (Code 18	8. Grade or Level	19.Step or Ra	te 20. Total Sa	alary/Award	21. Pay Basis		
GS 0905	14	01	102,204.00	PA	GS	0905		14	02	105,610	0.00	PA		
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Ba		12D. Other Pay	20A. Basi		2	0B. Locality Adj.		. Basic Pay	20D. Other	Pay		
84,697.00	17,507.00	102,204.	00	0	87,52			18,090.00 tion's Organizat	- Constituti	510.00	\$0			
Environmental P Region 6 Dallas, Office Of Region Deputy Regnl Co Water Enforcem Dallas TX USA	unsel For Enforcen ent Branch				Environ Region Office O Deputy Water	nmental Pro 6 Dallas, Of Regional	tection Counse usel For	l, Enforcement,	Š.					
EMPLOYEE								lan .		e 26. Veterans Preference for RIF				
23. Veterans Prefer 1 - None 2 - 5-Point	3 - 10-Point/Disability		9-Point/Other 9-Point/Compense	uble/30%	24. Tent	0 - None 1 - Permanent	2 - Cone 3 - Indel	ditional	ncy Use	YE YE		ve for RIF		
27 FEGLI	1					28. Annuitant Indicator 9 Not Applicable 0 0 Regular Rate								
20 D .:	2 (2) (2) (2) (2) (2) (2) (2) (2		Tax was			18.2	cable			120				
30. Retirement Pla K FERS and			31. Service 04/25/201	Comp. Date (Leave) 0	F	k Schedule Full Time				33. Part-1	Time Hours I Biweekly Pay Period			
POSITION D	ATA		(a)											
34. Position Occup	ied		35. FLSA (ategory	36. Appr	ropriation Co	de			37. Bargai	ning Unit St	atus		
2 1 - Competitive 2 - Excepted Se		served		- Exempt - Nonexempt						1050				
38. Duty Station Co	34		The second second	ation (City - County	- State or	Overseas Lo	cation)							
48-1730-113			Dallas Da	llas TX USA										
40. Agency Data C60	41. 04/21/2013	42.		43. WDM		44. PAR	Numbe	er:						
The waitin	performance is at an acceptable level of co waiting period for your next within-grade in od can be changed by an equivalent increase					is 52 w	eeks ed le	from the ave witho	above ut pay	effecti	ve date n-work	e. This days if		
46. Employing Depa					50. Sig	nature/Authe	ntication	and Title of App	proving Off	icial				
Environmental 1	Protection Agency				Patrio	cia L Watso	on							
47. Agency Code	48. Personnel Office	: ID	49. Approv	val Date	Huma	an Resourc	es Offi	cer						
EDOO	22.19		04/21/20	12										

NOTIFICATION OF PERSONNEL ACTION

FPM Supp. 296-33, Sub	och. 4												
1. Name (Last, First	SCHOOL STANDARD				2. Soc	ial Security N	umber	3. Date of	Birth	4. Effecti			
Henson II,Tomm	2	X W W W								02/10	0/2013		
FIRST ACTIO						OND ACT			•				
5-A. Code 800	5-B. Nature of Action				6-A. Co	de	6-B. N	lature of Act	ion				
5-C. Code CGM	5-D. Legal Authorit 5 U.S.C. 552a(e)(6-C. Co	de	6-D.	Legal Autho	rity				
5-E. Code	5-F. Legal Authorit	NC-50711.			6-E, Co	de	6-F. I	Legal Author	rity				
7. FROM: Position General Attorne 001440 00030959					100 CAS 42 DESC			mber					
. Pay Plan 9. Occ. Coo	de 10. Grade or Level 1	1. Step or Rate 12	2. Total Salary	13. Pay Basis	16. Pay P		Code 1	8. Grade or Le	vel 19.Step or R	ate 20. Total S	salary/Award	21. Pay Basis	
GS 0905	14	01	102,204.00	PA	GS	0905		14	01	102,20	4.00	PA	
2A. Basic Pay	12B. Locality Adj.	12C. Adj. Bas		12D. Other Pay	20A. Basi		2	0B. Locality A		j. Basic Pay	20D. Othe	r Pay	
84,697.00	17,507.00	102,204.	00	0	84,69	7.00 e and Locatio		17,507.00	0.00000	204.00	\$0		
Water Enforceme Dallas TX USA	gional Counsel, al Counsel For Enforcement, cement Branch SA EE DATA					nmental Pro 6 Dallas, Of Regional Regnl Cour Enforcemen IX USA	Counse isel For	l, Enforcem	ent,				
EMPLOYEE 23. Veterans Prefere					24. Tenu			25	Agency Use	26 Votors	ans Preferen	no for DIE	
1 - None 2 - 5-Point	ione 3 - 10-Point/Disability 5 - 10-Point/Other					2 0 - None 2 - Conditional 2 1 - Permanent 3 - Indefinite 8 YES X NC							
7 FEGLI					28. Anni 9	Not Appli				29. Pay R 0	29. Pay Rate Determinant 0 0 Regular Rate		
30. Retirement Plan	1		31. Service	Comp. Date (Leave								Per	
K FERS and	FICA		04/25/201	0	F Full Time 00 Biweekly Pay Period								
POSITION D	ATA				4								
34. Position Occupi			35. FLSA (PRODUCTION OF THE PROPERTY OF	36. App	ropriation Co	de			37. Barga	ining Unit S	atus	
2 2 - Excepted Ser		served	Е,	C - Exempt N - Nonexempt						1050			
38. Duty Station Co 48-1730-113	ode			ation (City – Count llas TX USA	y – State or	Overseas Lo	cation)						
40. Agency Data C60	41. 04/22/2012	42.		43. WDM		44. PAR	Numbe	er:					
	data element act on your l				to you	ar BUS c	ode i	s an ac	lministra	tive ch	nange o	nly and	
46. Employing Depa Environmental F			nature/Authe		and Title of	Approving Of	ficial						
47. Agency Code EP00	48. Personnel Office	ID	49. Appro-		Human Resources Officer								

FPM Supp. 296-33, Sub	och. 4												
1. Name (Last, First	A CONTRACTOR OF THE PARTY OF TH				2. Soci	ial Security Nu	mber	3. Date of Bir	th	4. Effecti			
Ienson II,Tomm	y Tucker									04/22	2/2012		
FIRST ACTIO	ON				SECC	OND ACT	ION						
5-A. Code 702	5-B. Nature of Action	n			6-A. Co	de	6-B. N	ature of Action					
5-C. Code	5-D. Legal Authorit				6-C. Co	de	6-D. I	Legal Authority					
WDM 5-E. Code	SCH A, 213.3102 5-F. Legal Authority		S.		6-E. Coo	de	6-F. I	Legal Authority	1				
W SPEKESSIK		23		8		322.2	District the						
7. FROM: Position General Attorne 001961 00030959		12			120 CAS 47 DESC			nber		26		-00	
. Pay Plan 9. Occ. Coo				13. Pay Basis	16. Pay Pl	15/23/2000/04/200	ode 18	8. Grade or Level	1000		Section 1	21. Pay Basis	
GS 0905	13		89,372.00	PA	GS	0905		14	01	102,20		PA	
2A. Basic Pay	12B. Locality Adj.	12C. Adj. Ba		12D. Other Pay	20A. Basic			0B. Locality Adj.	20C. Adj. J		20D. Othe	r Pay	
74,063.00 4. Name and Locat	15,309.00 tion of Position's Orga	89,372.0 nization	o d	0	84,69 22. Name			17,507.00 tion's Organiza	102,20	74.00	\$0		
Environmental Pr Region 6 Dallas, Office Of Regiona	unsel For Enforcem				Environ Region Office O Deputy Water I	nmental Prot 6 Dallas, Of Regional (ection Counse sel For	l, Enforcement					
EMPLOYEE								-	(C)				
23. Veterans Preference 1 - None 2 - 5-Point	ence 3 = 10=Point/Disability 4 = 10=Point/Compense		0-Point/Other 0-Point/Compense	able/30%	24. Tenu 2	1 - Permanent	2 - Cone 3 - Inde	ditional	ency Use	26. Veterans Preference for RIF YES X NO			
7 FEGLI					28. Annu	Not Applic				29. Pay Rate Determinant 0 0 Regular Rate			
30. Retirement Plan	1		31. Service	Comp. Date (Leave)		k Schedule			1.	200	Time Hours		
K FERS and			04/25/201	5/	F Full Time 00 Biweekly Pay Period								
POSITION D	AN ESTATE		- Constitution of the Cons	77.	6.96	100mm (C) (278)			ray renou				
34. Position Occupi			35. FLSA (Category	36. Appr	ropriation Cod	e			37. Barga	ining Unit S	tatus	
2 1 - Competitive 2 2 - Excepted Ser		served		C - Exempt						0012			
38. Duty Station Co	da			ation (City - County	- State or	Overseas Loc	ation)						
48-1730-113			Dallas Da	llas TX USA	ny State of Stefacia Estationy								
40. Agency Data	41.	42.		43.	44.								
C60	04/22/2012			WDM		PAR	Numbe	er:R6FY12-25	1				
Pay rate f:	osition is at the full performance level. ay rate fixed to include rate increase due on s romotion in accordance with career-ladder progr												
46. Employing Depa Environmental P	rtment or Agency Protection Agency					nature/Authen		and Title of Ap	proving Offic	ial			
47. Agency Code	48. Personnel Office	ID	49. Appro-		Human Resources Officer								

FPM Supp. 296-33, Su	bch. 4													
1. Name (Last, Firs	t, Middle)				2. Soc	ial Security N	umber	3. Date of Birt	th	4. Effectiv	e Date			
Henson II,Tomm	y Tucker									04/22	/2012			
FIRST ACTI	ON	11 11 11 11 11 11 11 11 11 11 11 11 11			SECO	OND ACT	ION							
5-A. Code 893	5-B. Nature of Action Reg WRI	on			6-A. Co	de	6-B. N	ature of Action						
5-C. Code	5-D. Legal Authorit	ty			6-C. Co	de	6-D. I	Legal Authority						
Q7M	Reg 531.404. W	ithingrade in	crease.											
5-E. Code	5-F. Legal Authorit	у			6-E. Co	de	6-F. I	Legal Authority						
7. FROM: Position General Attorno 001961 00030959		77			200000000000000000000000000000000000000			mber		The state of the s		00		
8. Pay Plan 9. Occ. Co	de 10. Grade or Level 1	1. Step or Rate 12	2. Total Salary	13. Pay Basis	16. Pay P	lan 17. Occ.	Code 18	8. Grade or Level	19.Step or Ra	te 20. Total Sa	dary/Award	21. Pay Basis		
GS 0905	13	01	86,489.00	PA	GS	0905	É	13	02	89,372.0	00	PA		
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Bas		12D. Other Pay	20A. Basi		2	0B. Locality Adj.		. Basic Pay	20D. Other	Pay		
71,674.00	14,815.00	86,489.0	0	0	74,06			15,309.00 tion's Organizat	1233400	72.00	\$0			
Environmental P Region 6 Dallas, Office Of Region Deputy Regnl Co Water Enforcem Dallas TX USA	unsel For Enforcen ent Branch				Environ Region Office of Deputy Water	nmental Pro 6 Dallas, Of Regional	Counse	l, Enforcement,						
EMPLOYEE						354				26 Votewans Duefersons for DIE				
23. Veterans Prefer 1 - None 2 - 5-Poin	3 - 10-Point/Disability		9-Point/Other 9-Point/Compens	able/30%	24. Tent	2 1 - Permanent 3 - Indefinite 8						YES X NO		
27 FEGLI			100000000000000000000000000000000000000	uitant Indicate		***************************************		32.5	te Determin					
			Town and the		9	Not Appli	cable				0 Regular			
30. Retirement Pla K FERS and			31. Service 04/25/201	Comp. Date (Leave)	32. Wor	k Schedule Full Time				33. Part-T	ime Hours I Biweekly Pay Period			
POSITION D	DATA													
34. Position Occup	ied		35. FLSA (Category	36. App	ropriation Co	de			37. Bargai	ning Unit St	atus		
2 1 - Competitive				E - Exempt N - Nonexempt						0012				
2 - Excepted Se 38. Duty Station Co	da -	served	200 4	ation (City - County	v – State or	Overseas Lo	cation)							
48-1730-113	ouc			llas TX USA										
40. Agency Data C60	41. 04/22/2012	42.		43. WDM		44. DAD	Numbe	0.P.						
The waitin	ermance is at ag period for be changed ant.	your nex	kt with:	n-grade inc	crease	is 52 w	eeks ed le	from the	above out pay	effecti	ve date n-work	e. This days if		
46. Employing Dep					50. Sig	nature/Authe	ntication	and Title of App	proving Off	icial				
Environmental :	Protection Agency				Patri	cia L Watso	on							
47. Agency Code	48. Personnel Office	e ID	49. Appro		Huma	an Resourc	es Offi	cer						
EDAG	22/9		04/22/20	12										

FPM Supp. 296-33, Subch.	4													
1. Name (Last, Fir	st, Middle)				2. Soci	al Security Num	ber 3. Date of B	irth	4. Effective	e Date				
Henson II,Tom	my Tucker						j.		04/24/	2011				
FIRST ACT	ION	20 - 31 - 31 - 31 - 31 - 31 - 31 - 31 - 3			SECO	ND ACTIO	N		***************************************					
5-A. Code 893	5-B. Nature of Ac Reg WRI	tion			6-A. Cod	le 6	-B. Nature of Actio	n						
5-C. Code Q7M	5-D. Legal Author Reg 531.404.		le increase	•	6-C. Cod	le i	6-D. Legal Authorit	у						
5-E. Code	5-F. Legal Author	rity			6-E. Cod	6-E. Code 6-F. Legal Authority								
General Attor 002842 00030959	0030959						15. TO: Position Title and Number General Attorney 002842 00030959							
8. Pay Plan 9. Occ. o	VOIC 2004	11. Step/Rate 01	12. Total Salar; 72,733.00	y 13. Pay Basi PA	16. Pay Pla	1 (All 2004) (192	e 18. Grade/Level	19.Step/Rate 02	20. Total Sa 75,157.00		21. Pay Basis PA			
12A. Basic Pay	12B. Locality Adj.	12C, Adj.	100	12D. Other Pay	20A. Basic	1 1000000	20B. Locality Adj		. Basic Pay	20D. Othe	12000			
60,274.00	12,459.00	72,733.	SC 2011 127 127 127 127	0	200000000000000000000000000000000000000	62,283.00 12,874.00 75,157.00 \$0								
Environmental Region 6 Dalla Office Of Region	onal Counsel, Counsel For Enforcement Branch				Env Reg Offi Depi	ironmental I ion 6 Dallas, ce Of Region	nsel For Enforce	cy						
EMPLOYE	10000000000000000000000000000000000000													
23. Veterans Prefe 1 1 None 2 - 5 - Pe	3 - 10-Point/Disabil		- 10-Point/Other - 10-Point/Compe	isable/30%	24. Tenu 2	re 0 - None 2 1 - Permanent 3	26. Veterar	rans Preference for RIF						
.1		901110			28. Annu	itant Indicator	1/501		29. Pay Rat	te Determin	iant			
					9	Not Applical	ble		0	0 Regula	r Rate			
30. Retirement Pla K FERS a	n nd FICA		31. Service 04/25/20	e Comp. Date (Lea 10	F 32. Worl	Pi-math.								
POSITION DATA 4. Position Occupied 35. FLSA Category 1 - Competitive Service 3 - SES General E - Exempt N - Nonexempt					36. Appr	36. Appropriation Code 37. Bargaining Unit Status 0012								
38. Duty Station Code 39. Duty Station (City - Count 48-1730-113 Dallas Dallas TX USA						Overseas Locati	ion)							
40. Agency Data 41. 42. 43. WDM					44.									

45. Remarks

Work performance is at an acceptable level of competence.

The waiting period for your next within-grade increase is 52 weeks from the above effective date. This period can be changed by an equivalent increase action, extended leave without pay, or non-work days if intermittent.

46. Employing Department:	artment or Agency al Protection Agency		50. Signature/Authentication and Title of Approving Official Patricia L Watson	
47. Agency Code EP00	48. Personnel Office ID 3248	49. Approval Date 04/24/2011	Human Resources Officer	



1 34 Supp. 200 33, Subtil. 4	9)										
1. Name (Last, First	t, Middle)				2. Social	Security Number	3. Date of Bi	rth	4. Effective	e Date	
Henson II,Tomr	ny Tucker								04/24/2	2011	
FIRST ACTI	ON				SECON	DACTION				- 0.000 - 0.000 - 0.0	
5-A. Code 702	5-B. Nature of Ac Promotion	tion			6-A. Code	6-В.	Nature of Action	r:			
5-C. Code WDM	5-D. Legal Author SCH A, 213.3		rneys.		6-C. Code	6-D). Legal Authority				
5-E. Code	5-F. Legal Author	rity			6-E. Code	6-F	. Legal Authority				
7. FROM: Position General Attorn 002842 00030959 8. Pay Plan 9. Occ. C	ey	11. Step/Rate	Gener 00196	15. TO: Position Title and Number General Attorney 001961 00030959 16. Pay Plan 17. Occ. Code 18. Grade/Level 19.Step/Rate 20. Total Salary/Awa							
GS 090	5 12	02	75,157.00	PA	GS	0905	13	01	86,489.00):	PA
12A. Basic Pay 62,283.00	12B. Locality Adj. 12,874.00	12C. Adj. 75,157.	20100000000000000000000000000000000000	12D. Other Pay	20A. Basic Pa 71,674.0	5/0	jj. Basic Pay 20D. Other Pay \$0.00 \$0				
Environmental Region 6 Dallas, Office Of Region	nal Counsel, ounsel For Enforc				Envir Regio Office Deputy Water	onmental Pro n 6 Dallas, Of Regional	el For Enforcen	у			
EMPLOYEE					C35/77HC		2000 40		n servenser.		
23. Veterans Prefero	3 - 10-Point/Disabil	774	- 10-Point/Other - 10-Point/Compens	able/30%	24. Tenure 2 - Conditional 2 - Conditional 3 - Indefinite 8 26. Veterans Prefer					1	ce for RIF NO
.1		50770			28. Annuita	ınt Indicator			29. Pay Rat	e Determin	ant
		<u> </u>	Possesses and the second		S755. 75.0	ot Applicable			1000	0 Regula	III ANTONIO CAROL
30. Retirement Plan K FERS an	ent Plan 31. Service Comp. Date (Lea CRS and FICA 04/25/2010				e) 32. Work Schedule 33. Part—Time Hours Per F Full Time 00 Biweekly Pay Period						
POSITION D	OSITION DATA Position Occupied					36. Appropriation Code 37. Bargaining Unit Status					
2 1 - Competitive Service 3 - SES General E - Exempt N - Nonexempt N - Nonexempt					0012						
8. Duty Station Code 39. Duty Station (City - Coun 48-1730-113 Dallas Dallas TX USA					- State or O	erseas Location)					
40. Agency Data	D. Agency Data 41. 42. 43.					44.					

45. Remarks

Full performance level of employee's position is GS-14.

Work performance is at an acceptable level of competence.

Promotion in accordance with career-ladder progression.

Incumbent may be promoted progressively to the target position without further competition depending upon performance, qualifications, and supervisor's recommendation.

46. Employing Depa	artment or Agency		50. Signature/Authentication and Title of Approving Official
Environment	al Protection Agency		Patricia L Watson
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer
EP00	3248	02/11/2011	



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT INVESTIGATIONS SERVICE WASHINGTON, DC 20415

CERTIFICATION OF INVESTIGATION

DATE: 10/19/2010

SUBMITTING OFFICE: SON - BP00

SECURITY OFFICE: SOI - BP00

ENVIRONMENTAL PROTECTION AGENCY 1200 PENNSYLVANIA AVB, NW MAIL CODE: 3206M EPA BAST BLDG, RM B414 WASHINGTON, DC 20460

NAME: HENSON, TOXOTY TUCKER II

SSN: DOB: POSITION: FEDERAL EMPLOYEE

CASE TYPE: MBI

CLOSING DATE: 10/19/2010 OPM CASE #: 10G11091

EXTRA COVERAGE: 7 / ATTACHED INFORMATION, ISSUES/REQUEST BY AGENCY

POSITION CODE : /

SCHEDULED DATE: 05/06/2010

INVESTIGATION CONDUCTED FROM: SF 85P

THIS CERTIFIES THAT A BACKGROUND INVESTIGATION ON THE PERSON IDENTIFIED ABOVE HAS BEEN COMPLETED. THE RESULTS OF THIS INVESTIGATION WERE SENT TO THE SECURITY OFFICE FOR A SECURITY/SUITABILITY DETERMINATION.

AGENCY CERTIFICATION: THE RESULTS OF THIS INVESTIGATION HAVE BEEN REVIEWED, AND A FINAL DETERMINATION HAS BEEN MADE.

AGENCY CERTIFYING OFFICIAL

DATE

FILE THIS CERTIFICATE ON THE PERMANENT SIDE OF THE PERSON'S OFFICIAL PERSONNEL FORDER APTER THE PINAL AGENCY DETERMINATION IS MADE.



1. Name (Last, First						2. Soci	al Secu	rity Numb	er 3. Da	ate of Birth		4. Effecti		
Henson II, Tommy									5/3/2	010				
FIRST ACTIO								ACTIO						
5-A. Code 881	5-B. Nature of Action FEGLI Chg					6-A. Coc	le	6-	B. Nature o	of Action				
5-C. Code	5-D. Legal Authority					6-C, Coc	le	6-	-D. Legal A	uthority				
DPM	5 U.S.C., Chapter	87.Life Insu	irance.			- P - O -			F) 1	constitution of some				
5-E. Code	5-F. Legal Authority					6-E. Coo	le	6-	-F. Legal A	uthority				
7. FROM: Position General Attorne 002842 00030959		- Ju					ral At 2	n Title and torney	Number	60		11/2		
8. Pay Plan 9. Occ. Coc GS 0905			72,733.00		Pay Basis	16. Pay Pl	an 15	7. Occ. Code 0905	18. Grade	or Level 19	Step or Ra	te 20. Total S		rd 21. Pay Basis PA
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Region 6 Dallas, Office Of Regiona Deputy Regnl Con Water Enforceme Dallas TX USA	ffice Of Regional Counsel, eputy Regnl Counsel For Enforcement, ater Enforcement Branch allas TX USA MPLOYEE DATA						menta 6 Dall of Reg Regnl	ional Cou Counsel I ement Br	ion Agenc nsel, For Enfor	Y				
23. Veterans Prefere		27-00				24. Tenu				25. Agen	cy Use	26. Veter	ıns Prefei	rence for RIF
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						9 Not Applicable 0 Regular Rate							ar Rate	
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K FERS and	AUG COSTOLIC		4/25/2010			F Full Time 00 Pay Period								
POSITION D 34. Position Occupi			Tar 0.	014-010-0-0								WW. (4000)		
1 - Competitive	Service 3 – SES General			ategory - Exempt - Nonexem		36. Appr	opriati	on Code				37. Barga	ining Uni	t Status
2 2 - Excepted Ser 38. Duty Station Co 48-1730-113	33	ved	39. Duty Sta	tion (Cit	y - County	– State or	Overse	eas Locatio	n)			, pare ma		
40-1730-113 40. Agency Data	41.	42.	Dallas Dal	ias IA	43.			44.						
C60	04/25/2010	(38%)			WDM			PAR Nu	mber:					
45. Remarks Action at 6	Action at employee's request.													
46. Employing Department or Agency Environmental Protection Agency						50. Signature/Authentication and Title of Approving Official Watson, Patricia L.								
47. Agency Code 48. Personnel Office ID 49. Approval Date EP00 3248 5/3/2010						Acting, Human Resources Officer								

APPOINTMENT AFFIDAVITS

General Attorney		04/26/2010
(Position to which Appointed)		(Date Appointed)
US EPA	Regional Counsel	Dallas, TX
(Department or Agency)	(Bureau or Division)	(Place of Employment)
1, Jommy The	Lar Honson II	, do solemnly swear (or affirm) that—
A. OATH OF OFFICE		
that I will bear true faith and a	illegiance to the same; that I take sion; and that I will well and faithfo	es against all enemies, foreign and domestic; this obligation freely, without any mental ully discharge the duties of the office on which
I am not participating in any	strike against the Government o	THE FEDERAL GOVERNMENT f the United States or any agency thereof, ent of the United States or any agency
C. AFFIDAVIT AS T	O THE PURCHASE AN	D SALE OF OFFICE
	acting in my behalf, given, transfer of receiving assistance in securing	erred, promised or paid any consideration this appointment.
	A. 40	Signature of Appointee)
Subscribed and sworn (or affi	rmed) before me this <u>Ho</u> day of	April , 2010
at Dallas (City)	(State)	Ship
(SEAL)		(Signature of Officer)
Commission expires	her Commission should be shown)	- Human Nesources Spec

Note - If the appointee objects to the form of the oath on religious grounds, certain modifications may be permitted pursuant to the Religious Freedom Restoration Act. Please contact your agency's legal counsel for advice.

U.S. Office of Personnel Management The Guide to Personal Person

Standard Form 61 Revised August 2002 NGN 75/10.00.834_4015 Previous editions not usable



PRE-APPOINTMENT CERTIFICATION STATEMENT FOR SELECTIVE SERVICE REGISTRATION

Important Notice:

If you are a male born after December 31, 1959, and you want to be employed by the

Federal Government, you must (subject to certain exemptions) be registered with the

Selective Service System.

Privacy Acr Statement: We need information on your registration with the Selective Service System to see whether

you are affected by the laws we must follow in deciding who may be employed by the

Federal Government.

Cciminal Penalty

Statement:

A false statement by you may be grounds for not hiring you, or firing you after you begin work. Also, you may be punished, fined or imprisoned in accordance with U.S. Code.

Title 18, Section 1001.

Review:

If your employing agency has informed you that you cannot be appointed to a position in an executive agency because of your failure to register, and you wish to establish that your non-compliance with the law was neither knowing or willful, you may write to:

> U.S. Office of Personnel Management NACI Center IOD-SAB Bovers, Pennsylvania 16018

CERTIFICATION OF REGISTRATION STATUS

N

I certify that I am registered with the Selective Service System.

I certify that I am not required to be registered with the Selective Service System.

Legal Signature (Please Use Ink)

April 26,2010
Date Signed

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Form Approved GMB No. 3296-0182

GE	ENE	RAL INFORMATI	ON wassessessessessesses		*************		202000000000000000000000000000000000000	00007773872273
1.	FUL	L NAME (First, middle	a, last)			2. SOCIAL SECURITY NU	MBER	
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Tommy Tucker Henson II 3. PLACE OF BIRTH (Include city and state or country) 4. DATE OF BIRTH (Michael City and state or country) 5. OTHER NAMES EVER USED (For example, maiden name, nickname, etc) 7. If you are a male born after December 31, 1959, and are at least 18 years of age, civil service employment taw (5 U.S.C. 33 you must register with the Selective Service System, unless you meet certain exemptions. 7. Ave you a male born after December 31, 1959, and are at least 18 years of age, civil service employment taw (5 U.S.C. 33 you must register with the Selective Service System, unless you meet certain exemptions. 7. If "NO," describe your reason(s) in Item #16. ### Have you ergistered with the Selective Service System? 7. If "NO," describe your reason(s) in Item #16. #### Have you ever served in the United States military? ### If you answered "YES." list the branch, dates, and type of discharge for all active duty. ### If your only active duty was training in the Receives or National Guard, answer "NO." *### Branch From To		YYYY)	**********					
	4					*		
5.	ОТІ	IER NAMES EVER USI	ED (For example, maide	en name, nickname, etc,		6. PHONE NUMBERS (Includ	le area c	odes)
	*	n/a				Day &		
	14							
	4					Night &		
Se	leci	ive Service Real	stration www.					Andrew Company
If yo	ou ar	e a male born after Dec	ember 31, 1959, and an	e at least 18 years of ag	e, civil serv		(28) requ	ires that
уоц	mus	t register with the Selec	tive Service System, un	less you meet certain e	kemptions.			
7a.	Ar	e you a male born after	December 31, 1959?	YES YES	☐ NO	If "NO" skip 7b and 7c. If "YES	" go to 7	Ď.
7b.				rstem? [7] YES	NC) If "NO" go to 7c.		
		X		*)		E:		
Wil	litar	y Service					000000000000	***************************************
8.	Ha	ve you ever served in the	ne United States military	?	YES	Provide information below	V N	Ö
	11 3	ou answered "YES," lis	t the branch, dates, and	type of discharge for al	l active dut	y.		
	lf y	our only active duty wa	s training in the Reserve	es or National Guard, an	swer "NO."	if		
	***	Branch				Type of Discharge	aligi dingga kemananan kemanan	1
	Parvolina.	*************************	Windshift	135001313117	***************************************			
	ne obstances	**************************************				en de la companya del companya de la companya de la companya del companya de la companya del la companya de la	None	
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if fü	nally	decided in juvenile cour	t or under a Youth Offer	nder law, (4) any convict	ion set asid	de under the Federal Youth Corre		
sim	manufactures.	Comments to the second designation of the se		the state of the s	THE PERSON NAMED IN COLUMN 2 IS NOT THE OWNER.		NACIONAL PROPERTY AND ADDRESS OF THE PARTY AND	
9.							YES	NO
								200
				goe of decarronce, and	trio rightico di	ind dagress or the police		
10.	Hav	re you been convicted b	y a military court-martia	I in the past 10 years? (If no militar	ry service, answer "NO.") If	YES	NO
	"YE	S," use item 16 to provi	ide the date, explanation					
	of t	he military authority or c	ourt involved.					L
11	Ara	you now under charges	s for any violation of law	2 If "VES " use item 16	to provide t	the date, explanation of the	YES	NO
								·
10	Des	dive the last E years has	en way have fired from a	uru lah tar any rasan d	lid you agit	offer holing total that you		- Control
164.							YES	NO
								8
	to p	provide the date, an exp	lanation of the problem,	reason for leaving, and	the employ	yer's name and address.	Successorial Services	
13.	Are	you delinquent on any	Federal debt? (Includes	delinguencies arisina fi	om Federa	i taxes, loans, overpayment of	YES	NO
S. 67888	ber	efits, and other debts to	the U.S. Government,	plus defaults of Federal	y guarante	ed or insured loans such as	1-3	
						n, and amount of the delinquency		L
			ou are taking to correct	the error or repay the de	9bt.		9090000000000	vvvvvvvvvv

U.S. Office of Personnel Management

5 U.S.C. 1302, 3301, 3304, 3328 & 8716

NSN 7540-01-368-7775

Optional Form 305 Revised January 2001 Previous editions obsolete and unusable



father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsieter, half brother, and half siter.) If "YES," use item 16 to provide the relative's name, relationship, and the department, agency, or branch of the Armed Forces for which your relative works. 15. Do you receive, or have you ever applied for, retirement pay, pension, or other retired pay based on military, Foderal civilian, or District of Columbia Government service? Continuation Space / Agency Optional Questions 16. Provide details requested in tense 7 through 15 and 18c in the space below or on attached sheets. Be sure to identify atta with your name, Social Security, Number, and item number, and to include 2IP Codes in all addresses, if any questions are please answer as instructed (these questions are specific to your position and your agency is sutherized to ask them). Certifications / Additional Questions APPLICANT: If you are spoplying for a position and have not yet been selected, carefully review your answers on this form attached sheets. When this form and all attached materials are accurate, read item 17, and complete 17a. APPOINTEE: If you are being appointed, carefully review your answers on this form and any attached sheets, including any attached sheets in the state of the date you are changes on this form or the attachments and/or provide updated information on additional sheets, initiating, and dating all chang additions. When this form and all attached materials are accurate, read item 17, complete 17b, read 18, and answer 18a, 18b, a appropriate. 17. Lertify that, to the best of my knowledge and belief, all of the information on and attached to this Declaration for Federal including any attached application materials, is true, correct, complete, and made in good faith. Lunderstand that a telase answer to any question or them on any part of this declaration or ite attachments may be grounds for not hiring me after 1 begin work, and may be punishab	
To your receive, or have you ever appried for, retirement pay, pension, or other retired pay based on military, Federal civilian, or District of Collumbia Government service? Continuation Space / Agency Optional Questions 16. Provide details requested in items 7 through 15 and 18c in the space below or on attached sheets. Be sure to identify attain with your name, Social Security Number, and tein number, and to include 2IP Codes in all addresses. If any questions are please answer as instructed (these questions are specific to your position and your agency is authorized to ask them). Certifications / Additional Questions APPLICANT: If you are applying for a position and have not yet been selected, carefully review your answers on this form attached sheets. When this form and all attached materials are accurate, read item 17, and complete 17a. APPOINTEE: If you are being appointed, carefully review your answers on this form and any attached sheets, including any or materials that your agency has attached to this form. If any information requires correction to be accurate as of the date you are changes on this form or the attachments and/or provide updated information on additional sheets, initiating and dating all chang additions. When this form and all attached materials are accurate, read item 17, complete 17b, read 18, and answer 18a, 18b, a appropriate. 17. I certify that, to the best of my knowledge and belief, all of the information on and attached to this Declaration for Federal moluting any attached application materials, is true, correct, complete, and made in good faith. I underestand that a felse answer to any question or lemon any part of filis declaration or its attachments may be grounded for not hiring me after 1 begin work, and may be punishable by fine or imprisonment. I understand that any information about my ability and titues for Federal employment by employers, schools, law enforcement agencies, and of and organizations to investigators, personnel efficies, and other authorized employ	YES NO
16. Provide details requested in terms 7 through 15 and 18c in the space below or on attached sheets. Be sure to identify attawith your name. Social Security Number, and item number, and to include ZIP Codes in all addresses. If any questions are please answer as instructed (these questions are specific to your position and your agency is authorized to ask them). **Certifications / Additional Questions** **APPLICANT: If you are applying for a position and have not yet been selected, carefully review your answers on this form attached sheets. When this form and all attached materials are accurate, read item 17, and complete 17a. **APPOINTEE: If you are being appointed, carefully review your answers on this form and any attached sheets. When this form or the attachments and/or provide updated information or additional sheets, including any or materials that your agency has attached to this form. If any information requires correction to be accurate as of the date you are changes on this form or the attachments and/or provide updated information or additional sheets, including any additions. When this form and all attachments and/or provide updated information or additional sheets, including and dating all ohang additions. When this form and all attached materials are accurate, read item 17, complete 17b, read 16, and answer 18a, 18b, appropriate. 1 certify that, to the best of my knowledge and belief, all of the information on and attached to this Declaration for Federal including any attached application materials, is true, correct, complete, and made in good faith. I understand that a false answer to any question or Item on any part of this declaration or its attachments may be grounds for not bliring an entire 1 begin work, and may be punishable by fine or impresentant that a faint information is plus may for purposes of determining eligibility or forest employment by enployers, schools, law enforcements and that or information about my ability and fitness for Federal employment by enployers, schools, law	YES NO
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APPLICANT: If you are applying for a position and have not yet been selected, carefully review your answers on this form attached sheets. When this form and all attached materials are accurate, read item 17, and complete 17a. APPOINTEE: If you are being appointed, carefully review your answers on this form and any attached sheets, including any or materials that your agency has attached to this form. If any information requires correction to be accurate as of the date you are changes on this form and all attached materials are accurate, read item 17, complete 17b, read 18, and answer 48a, 18b, a appropriate. 17. I certify that, to the best of my knowledge and belief, all of the information on and attached to this Declaration for Federal including any attached application materials, is true, correct, complete, and made in good faith. I understand that a felse answer to any question or Item on any part of this declaration or Its attachments may be grounds for not hiring me after I begin work, and may be punishable by fine or Imprisonment, I understand that any information I give may for purposes of determining eligibility for Federal employment as allowed by law or Presidential order. I consent to the rele information about my ability and fitness for Federal employment by employers, schools, law enforcement agencies, and of and organizations to investigators, personnel specialists, and other authorized employees or representatives of the Federal I understand that for financial or lending institutions, medical institutions, hospitals, health care professionals, and some of information, a separate specific release may be needed, and I may be contacted for such a release at a later date. 17a. Applicant's Signature: (Sign in ink) 17b. Appointee (Only respond If you have been employed by the Federal Government before): Your elections of life insur previous Federal employment may affect your eligibility for life insurance during your new appointment. These questions a help your personnel office make a correct dete	
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Appointee's Signature: (Sign in ink) 17b. Appointee's Signature: (Sign in ink) 18. Appointee (Only respond if you have been employed by the Federal Government before): Your elections of life insurprevious Federal employment may affect your eligibility for life insurance during your new appointment. These questions a help your personnel office make a correct determination. 18a. When did you leave your last Federal job? DATE: 18b. When you worked for the Federal Government the last time, did you waive Basic Life Insurance or any type of optional life insurance? VES NO 18c. If you answered "YES" to item 18b, did you later cancel the waiver(s)? If your answer to item 18c is	a felse or fraudulent ring me, or for firing we may be investigated the release of and other individuals Federal Government, some other sources
(Sign in link) 18. Appointee (Only respond If you have been employed by the Federal Government before): Your elections of life insurprevious Federal employment may affect your eligibility for life insurance during your new appointment. These questions a help your personnel office make a correct determination. 18a. When did you leave your last Federal job? DATE: 18b. When you worked for the Federal Government the last time, did you waive Basic Life Insurance or any type of optional life insurance? 18c. If you answered "YES" to item 18b, did you later cancel the waiver(s)? If your answer to item 18c is YES NO	Appointment or Conversion
18. Appointee (Only respond if you have been employed by the Federal Government before): Your elections of life insurprevious Federal employment may affect your eligibility for life insurance during your new appointment. These questions a help your personnel office make a correct determination. 18a. When did you leave your last Federal job? DATE: When you worked for the Federal Government the last time, did you waive Basic Life Insurance or any type of optional life insurance? VES NO If you answered "YES" to item 18b, did you later cancel the waiver(s)? If your answer to item 18c is	1/25/2010
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18c. If you answered 125 to item 18b, did you later cancel the waiver(s) if your answer to item 18c is	NO Do Not Know
	NO Do Not Know

NSN 7540-91-368-7775

U.S. Office of Personnel Management

5 U.S.C 1302, 3301, 3304, 8326 & 8716

Optional Form 308 Revised January 2001 Previous editions obsolete and unusable Risk Designation: Unnamed SF 52 Number FY10-34

Personnel Security

to:

Robert Dakin

01/06/2010 02:39 PM

Cc:

Regina Edwards-Washington, Suzanne Murray, SSC CI PSB

Show Details

Risk Designation: Unnamed SF 52 Number FY10-34

06-Jan-2010

Dear Robert Dakin,

The Personnel Security Branch (PSB) has designated the position on unnamed SF 52 number FY10-34 as Moderate Risk. The SF 52 was received by PSB on 04-Jan-2010 and processed on 06-Jan-2010.

The position requires an MBI - Minimum Background Investigation at a cost of \$591.

If you have questions, please contact the PSB office at 202-564-7912.

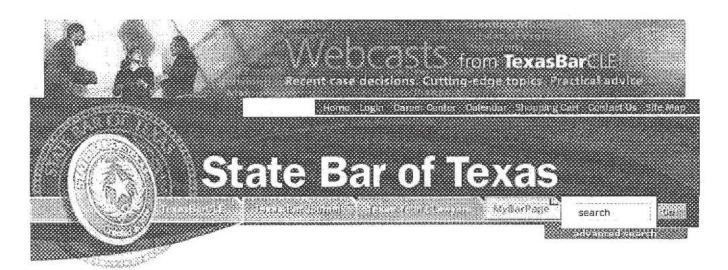
Sincerely,

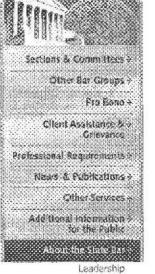
Jon Ross, Acting Chief Personnel Security Branch



NOTIFICATION OF PERSONNEL ACTION

FPM Supp. 296-33, Sub	och. 4												
1. Name (Last, First Henson II,Tommy	A				2. Soci	ial Security Nun	nber	3. Date of Bir	th	4. Effecti			
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5-C. Code WDM	5-D. Legal Authorit SCH A, 213,3102		S.		6-C. Co	de	6-D. L	egal Authority					
5-E. Code	5-F. Legal Authorit	у	O2003		6-E. Co	de	6-F. L	egal Authority					
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46. Employing Depa Environmental P	rtment or Agency					nature/Authenti		and Title of Ap	proving Offic	ial			
47. Agency Code EP00	48. Personnel Office	e ID	49. Appro			g, Human Re		es Officer					





Rules and Procedures

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FIND A LAW

Bar Card #

First Name

ABOUT THE STATE BAR

Home About the State Bar Member Directory

Detailed Result

Tommy Tucker 'Tucker' Henson II

Bar Card Number*: 24065401



Work Address

12100 Park 35 Cir. Bldg, A, MC 175

Austin, TX 78753

Work Phone Number

(512) 239-3400

Primary Practice

Austin, Texas

Location

Current Member Status

Eligible To Practice in Texas

License Information

State Bar Card Number*:

24065401

Texas Licensed*:

11/07/2008

Practice Information

Firm:

TCEQ

Firm Size:

None Specified

Occupation:

Government Lawyer

Primary Practice

Environmental



Last Name

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Areas:

Services Provided:

Are language translation services available?

Specified

Are hearing impaired translation services

available?

Not Specified

Are ADA accessible client services available?

Not Specified

Assistance available in languages:

No information reported by attorney

Courts of Admittance:

Federal Courts of Admittance:

No Federal Courts reported by attorney

Other Courts of Admittance:

No information reported by attorney

Other States Where authorized to practice:

No Other States reported by attorney

Education and Certification History

Law Schools:

Law School

Graduation Date

Degree Earned

Lewis And Clark College -Northwestern School

of Law

Northwestern School

Lewis And Clark College -

05/2008

Doctor of Jurisprudence/Juris

of Law

Doctor (J.D.)

Texas Board of Legal Specialization Certifications:

No profile data on file for Texas Board of Legal Specialization Certification

Public Disciplinary History

Public Disciplinary History - Texas*:

*NOTE: Only Texas discipilnary sanctions within the past 10 years are displayed. For sanction information beyond 10 years, information about a specific disciplinary senction listed above or to request a copy of a discipilnary judgement, please contact the Office of the Chief Discipilnary Counsel at (877) 853-5535. There is a \$15.00 fee for each disciplinary judgment copied.

Public Disciplinary History - Other:

No information reported by attorney

Statutory Profile Last Certified On:



03/18/2010

For Information about a specific disciplinary sanction listed above, piezse call (877)953-5535.

The Texas Attorney Profile provides basic information about Attorneys ilcensed to practice in Texas. Attorney profile information is provided as a public service by the State Bar of Texas as outlined in Saction 31.115 of the Texas Government Code. The information contained herein is provided "as is" with no warranty of any kind, express or implied. Neither the State Bar of Texas, nor its Board of Directors, nor any employee thereof may be held responsible for the accuracy of the data. Much of the information has been provided by the attorney and is required to be reviewed and updated by the attorney annually. The information noted with an asterisk (") is provided by the State Bar of Texas. Texas grievance/disciplinary information will not appear on the profile until a final determination is reached. Access to this sits is authorized for public use only. Any unauthorized use of this system is subject to both civil and criminal penalties. This does not constitute a certified lawyer referral service.

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Standard Form 144 (Rev. 10/95) Page 2

Office of Personnel Management

The Guide to Processing Personnel Actions

STATEMENT OF PRIOR FEDERAL SERVICE

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Name (Last, First, Widdle Initial)		2. Socie	al Sacu	rity Numb	er	3. Dat	te of Birth (A	Aonth, Day, Year)	
Henson, Tommy Tucker										
4. Does the application or resume that you submit civilian and uniformed service, including beginning A Yes — If "Yes", check this block and skip to I	and endin	g dates, as	well or	s the type	of appoir	ntment s		nedule for civilia		
5. List below your prior civilian service. Include se	nvice with	the DC Go	vernme	ent on app	pointments	made i	before Octo	bar 1, 1987.		
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NAME AND LOCATION OF AGENCY	Year	r Month Day		Year	Month	Day		D WORK SCHE e, Part-Time, or I	(C. A. S.	
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List all uniformed service below. List active serv	ice in any	branch of t	he Ann	ed Force	s of the U	nited St	ates, includi	ng active duty a	S a	
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8. Do you claim any type of veterans' preference with the statement of the statement of the statement of a disabled veteran of the statement o	ents, if it ap	oplies to yo	u. I cla				Jnmarried w	idow/widower o	f a veterar	
 CERTIFICATION: The prior Federal civilian and record of Federal employment. I have no other Fed 										
Signature							Date 04	25/2010)	
NSN 7540-00-634-4101		Previous E	dition	Usable					144-114	

*U.S. Government Printing Office: 1955 - 404-761/32491

NOTIFICATION OF PERSONNEL ACTION

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1. Name (I	ast, First, N	liddle)				2. Sec	ial Se	ecurity Number	3. Date of B	rth	4. Effectiv	e Date		
Henson	II,Tommy	Tucker									04/25/	2010		
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C60		04/25/2010			WD	M		PAR Nur	nber:					

45. Remarks

C60

Corrects item 45 to read: Full performance of employee's position is GS-14.

Appointment is subject to completion of one year trial period beginning 04-25-10.

Appointment affidavit executed 04-26-10.

Frozen service: none.

Creditable military service: none.

Previous retirement coverage: never covered.

Employee is automatically covered under FERS.

Service counting toward career tenure from 04-25-10.

46. Employing Depa	artment or Agency		50. Signature/Authentication and Title of Approving Official						
Environment	al Protection Agency		Patricia L Watson						
47. Agency Code	48. Personnel Office ID	49. Approval Date	Human Resources Officer						
EP00	3248	04/09/2010							



Folder Side: Temporary Name: TOMMY HENSON **Account Number: 42278**



REQUEST FOR PERSONNEL ACTION

PART A - Requested 1. Actions Requested	esting Office	(Also comp	olete Pa	rt B, Ite	ems 1,	7-22, 3	12, 33,	36, and 35).) Fair Dead	2. Red	quest Nur	nber
3. For Additional Inform	nation Call (Name o	and Telephone N	lumber)							4. Prop	osed Effec	tive Date
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PART B - For Prep 1. Name (Last, First, M	(liddle)				Supplem	ent 292			month-da	rth 4. Eff	.) ective Da 4/25/	
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38. Duty Station Code			39. Dut	ty Station	(City - Cou	inty - State	or Overs	eas Location)				
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Approval: I certify proposed action is in certify	that the informati	on entered on th	nis form is a atory requi	accurate a	nd that the	Signature		P	A VIII	DIT	Appro	17/14

CONTINUED ON F 52-118

(Note to Supervisors: Do you know of additional or conflicting reasons for the employe If "YES", please state these facts on a separate sheet and attach	
PART E - Employee Resignation/Retirement	
Privacy Act	
You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.	and agencies to issue regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary of Labor or a State agency is connection with administration of unemployment compensation programs.
This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM	The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.
2. Effective Date 3. Your Signature 4. Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)
PART F - Remarks for SF 50	
T29 - Completed service requirement for career	tenure from 04/25/2010 to 04/24/2013.
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tomated Standard Form 52 3. Office of Personnel Management M Sung. 296-33. Subch. 3

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REOUEST FOR PERSONNEL ACTION

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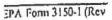
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GS-905-14 Senior General Attorney

I. Introduction

Individuals occupying this position serve as the senior principal attorney and counselor having an extensive and in depth knowledge for the Agency on state delegations and authorization issues, grants, FOIAs, contract issues, permit appeals, defensive litigation, base closure issues and other general law matters.

These individual will be the senior attorneys advising and providing legal support for the Regional Counsel, and high level environmental programs managers in the Region, mainly in nonenforcement areas. They will serve as regional legal experts on these issues to senior managers in H.Q., other Regional Counsels offices, Regional Program Divisions, and state and local environmental agencies.

In addition, these senior attorneys are responsible for representing the Agency in administrative and civil judicial enforcement cases related to Wetlands, FIFRA, EPCRA and UST.

II. Major Duties

1. Advisory and Counselling Duties.

At this level, the individual is responsible for identifying all of the often highly complex and precedential technical and legal issues related to almost all of the environmental statues and regulations in order to support the Regional implementation of environmental programs. The principal duties assigned to these attorneys requires an extensive knowledge of the legal, technical and political aspects of the various permitting programs administered by EPA. This includes permit appeals, hearings, and general counselling support involving issues of law, questions of fact, EPA policy and guidance. Extensive legal research and analysis are often demanded in the cases and issues assigned. Matters assigned may have substantial national precedential effect and significant impact on Regional and national policies and law. Hardles matters that may have a the effect of substantially broadening or restricting the Agency's activities and have an important impact on regulated industries and the public.

- a. Individual drafts and finalizes major legal correspondence, legal memoranda and legal documents for filing in administrative and/or judicial actions.
- Individual conducts extensive and in depth research of laws, legal opinions, and precedent cases of very complex and



difficult legal issues which present unprecedented and highly controversial problems and issues. Thoroughly analyzes factual and legal issues presented to determine what further facts are needed and the proper recommended course of action. Analyzes and identifies all legal issues and, through self education, develops and maintains a thorough understanding of relevant policies, procedures, regulations and other publications.

c. Prepares legal memoranda or reports outlining factual and legal issues; explains application of legal principles and precedents.

2. Advocacy and Enforcement Duties

These attorneys are also responsible for being the senior lead attorney in enforcement cases in the following areas: UST, EPCRA, Wetlands and FIFRA and as acting as a mentor in these area for less senior attorneys.

- a. These attorneys will be responsible for working with the program offices to develop and prosecute enforcement cases. It is the individual's duty to review cases for legal sufficiency, including but not limited to establishing proper jurisdiction, completeness of evidence, applicable violations, and identifying factual issues. Senior attorney are expected to identify all the relevant issues in a timely manner to recommend appropriate action in some of the most complex and sensitive litigation and to advise Senior regional and Headquarters managers of these matters.
- b. Attorneys must draft information request letters, complaints, prehearing exchanges, various motions and briefs in support thereof, evaluate penalty calculations, and write, when appropriate, referrals to the Department of Justice and assist the DOJ in all the necessary pre-trial discovery and trial and settlement activities.
- c. In administrative cases and, as appropriate, in civil/judicial cases, must be prepared to go to hearing or trial, prepare witnesses and exhibits, prepare finding of facts and conclusions of law. Senior attorneys must also serve an regional legal experts in this area to be called upon by less senior attorneys for advise and assistance.
- d. In both administrative and judicial cases to act as the Agencies chief advocate and negotiator for settlement purposes. Must prepare settlement offers and strategy for the Agency, review and evaluate counter settlement offers including any supplemental environmental projects. This individual will be the lead attorney in his/her assigned cases but in some cases may be assisted by a less senior attorney.



III. Knowledge Required

Each senior attorney is required to have in depth and extensive knowledge and skills in various legal, policy and administrative areas of environmental practice in order to act as a successful and aggressive advocate for the Agency against some the most prestigious and national recognized legal practitioners and law firms in the country.

Knowledge

A high degree of expertise is expected in one or more areas of environmental law while at the some time maintaining a high level of understanding in most of the remaining areas of environmental law for which the Branch has counselling and enforcement responsibilities. This includes state and local regulations of a 5 state area. A thorough knowledge of EPA guidance, OGC opinions and civil and administrative caselaw is required. The attorney is also required to have a working knowledge of the state office with which they will interact. Also the attorney is expected to be knowledgeable in the areas of procedural law both civil/judicial and regulatory in nature. The attorney must have sufficient breadth of knowledge to identify all potential problems/issues/insufficiencies when comparing federal and state environmental regulations and state that the state of the state

2. Skills.

A number of skills involving the knowledge of the subject matter and its use are vital to being a successful advocate for the agency.

- a. The attorney must have the ability to clearly and succinctly brief high level state, regional and H.Q. managers on highly complex legal and policy issues.
- b. The attorney must have the skill to identify all significant legal and policy issues related to their assignments.
- c. The attorney must have excellent interpersonal skills which enable him/her to deal successfully with program clients and managers, state officials, and senior regional managers in what is often highly contested and controversial cases and/or meetings.
- d. The individual must be able to write legal briefs, memorandums, opinions and other papers in a clear and persuasive manner.
- e. The individual must be able to be an advocate for EPA in enforcement cases including the abilities to negotiate and/or litigate a case to final settlement or hearing.



IV. Supervisory Controls

Reports to the Senior Associate Regional Counsel (Counselling Branch Chief). The individuals work will be presumed comprehensive and thorough and will only in rare cases be reviewed by the supervisor when precedential in nature. Recommendation are generally accepted as legally sufficient. The attorney has an attorney-client relationship with Regional program managers and staff. Areas of responsibility are assigned by the Regional Counsel. Work assignments are made by the Senior Associate Regional Counsel (Branch Chief) but within the area of assigned responsibilities the attorney has wide latitude in ordering the workload priorities, conducting research, preparing documents and exercising judgment and initiative in completing assignments and making legal judgment and policy recommendations. Legal advice, policy considerations and advocacy during adversarial proceedings are normally considered expert.

V, Guidelines

Guidelines include federal and state statutes and regulations and court rules; interpretations of such statutes and regulations as expressed in judicial and administrative opinions; and statements of policy of the Agency headquarters, the Regional office state and local agencies, and statements and local agencies. Inasmuch as the Attorney must deal with complex and unique legal issues in specific factual contexts, the Attorney must use independent judgment in applying guidelines or in developing guidelines. Applicable precedents include court decisions, decisions of administrative agencies and opinions of the General Counsel.

VI. Complexity

Cases and other matters assigned will commonly require the evaluation of highly complex and highly technical factual material and the application of specialized legal knowledge in order to determine the legal options available. The most delicate negotiations with potentially wide-spread effects, both financial and legal, are often involved, as well as the complex and delicate relationships between federal and state governments. The Attorney may represent the Agency in a courtroom setting against some of the largest companies or involving issue of national precedent while at the same time requiring immediate analysis of these new legal and factual issues, application of the correct legal principles and Agency policy, and the use of them in obtaining information from witnesses or in persuading courts to rule in the desired manner. The Attorney must handle unique problems and develop original legal strategies and applications. The Attorney must handle unique and often complex problems involving federal-state relations often in a highly controversial setting and develop original legal strategies and applications. Occasionally will be required to serve in a semijudicial role in preparing recommended decisions on assistance



appeals and bid protests involving extremely delicate issues of federal-state legal relationship. The senior attorney may also from time to time be called upon to serve temporarily as Regional Judicial Hearing officer.

VII. Scope and Effect

The purpose of the work is to provide sound legal advice and to participate in the development, presentation, and implementation of the Agency's legal positions in both program policy matters and enforcement cases. The performance of the work will have significant and often decisive and often precedential effect on the position of the Agency on certain issues and is also critical to the overall effectiveness of the Agency's programs. Assignments may involve issues of high public importance and may establish precedents which will potentially affect Agency activities nationwide.

VIII. Personal Contacts

Face-to-face and telephone contacts are made with Agency personnel, including headquarters, and the Department of Justice, principally at the working level but often including mid-level and senior management. Similar contacts are made with working level through the senior management level are personnel of state agencies and regulated entities. Other contacts with states include dealings with state legislators and staffs of attorneys general. Contacts are made with all levels of court and administrative hearing personnel, by telephone and in hearings at which the Attorney is either an advocate or an impartial hearing officer. Recurring public contacts include public works officials and elected officials of municipalities of all sizes.

IX. Physical Demands

Work is mostly sedentary. However, employee may be required to engage in considerable travel, especially with respect to on-site evaluations, and to work long hours in connection with complex negotiations and judicial or administrative proceedings.

x. Work Environment

work is usually performed in an office or conference room, with some courtroom work. Visits to industrial sites will not be common but may be slightly hazardous.



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(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?	YES	440
If "YES", please state these facts on a separate sheet and attach to SF 52.)		

GOPA Chapter 14 Table 14-C Rule 7

PARTE-EmployeeRestantion/Rethement 3

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

tions with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal Service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary, however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regula-

1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.)

2. Effective Date | 3. Your Signature 4. Forwarding Address (Number, Street, City, State, ZIP Code) 3. Date Signed

KZO- Full performance level of employee's position is GS-14. P14 - work performence is at an acceptable level of competence. Y85- Promotion in accordance with career ladder progression. 201 - Incombent may be promoted progressively to tru target position without further competition depending upon performance gualification and supervisors recommendation.



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25. Description of Maj NSN 7540-00-634-4265		nd Respon		See Attached	/			(Rev. 1-85) Office of Pers		



United States Environmental F : tion Agency I. DUTY LOCAT 2. POSITION NUMBE POSITION DESCRIPTION SVERSHEET Dallas, TX 6-8-072			MBER			
3. CLASSIFICATION ACTION: a. Reference of Series and Date of Standards Used to Classify this Position npm PCS Au C5-905 (10/59)						
	b. Title		c. Service	d. Series	e. Grade	f. CLC
Official Allocation	General Attorney		65	0905	13	270
4. SUPERVISOR'S RECOMMENDATION	GENERAL ATTORNEY		GS	0905	13	を を を を を を を を を を を を を を
5. ORGANIZATIONAL T	TITLE OF POSITION (if any)	6. NAME OF EMPI Chang, Ellen	LOYEE		10	
7. ORGANIZATION (give	complete organizational breakdown)					
a. U. S. ENVIR	CONMENTAL PROTECTION AGENCY	e.		-35		
b. Office of Re	gional Counsel	f.			8	
c. Enforcemen	at Branch I (6RC-EW)	8.				
d. Dallas, TX	75202	h. EPAYS Organiza	tion Code - 9069	6200		
 8. SUPERVISORY/MANAGERIAL DESIGNATION [S] First or Second level supervisor: An individual who performs supervisory work and managerial responsibilities that require accomplishment of work through combined technical and administrative direction of others and meets the requirements for coverage as described in the General Schedule Supervisory Guide. [A] An individual (as defined in Section 7103(a)(10) of Title V of the U.S. Code) who is authorized to hire, direct, assign, promote, reward, transfer lay off, suspend, discipline, or remove one or more employees, or effectively recommend such action. The exercise of this responsibility is not routine or clerical in nature, but requires the consistent exercise of independent judgment. [M] A manager who directs the work of an organization; is accountable for the success of line or staff programs; monitors, evaluates, and adjusts program activities; and performs the full range of duties outlined in the General Schedule Supervisory Guide. May also include deputies who fully share responsibility for managing the organization or who serve as an alter ego to the manager. [B] A management official (as defined in Section 7103(a)(11) of Title V of the U.S. Code) who formulates, determines or influences an organization policies. This means creating, establishing, or prescribing general principles, plans, or courses of action for an organization; or bringing about a course of action for the organization. Management officials must actively participate in shaping the organization's policies not just interpret lav and regulations give resource information or recommendations or serve as experts or highly trained professionals who implement or interpret the organization's policies and plans. [T] "Team Leader" This position meets the requirements for coverage under Part II of the Work Leader Grade Evaluation Guide. None of the above applies					ard, transfer bility is not d adjusts uties who organization ging about a interpret law interpret the	
this information is to be us	position is necessary to carry out governmental functions to and for statutory purposes relating to appointment and pay or their implementing regulations.	and a consequent for the contribution of the first filter of the second form and the first are			and a service of the	
a. Typed Name and Title o	f Immediate Supervisor	d. Typed Name and Title of Second-Level Supervisor				
Marvin Benton, Branch Chie	f, Enforcement Branch I	Charles J. Sheehan, De	puty Regional Co	ounsel for Enf	forcement I	-
b. Signature Cos (. Date e. Signature Cos f. Date (1) 10 00 Cos fix Cos (1) 10 0				10 00		
10. OFFICIAL CLASSIFIC	CATION CERTIFICATION	<u> </u>				
a. X This position has no promotion potential.	If position develops as planned and employee progresse satisfactorily, this position has known promotion potential		b. Fair Labor Nonexempt		ct c. Funct	ional
	, if applicable: cal Monitoring Required	f. Signature			g. Date	\$
Many DExtra	cal Monkoring Required imural Resources Management Duties (% of time) position is subject to random drug testing ()	De acons	Lavis		11/30	199
11. REMARKS	*	111			/	
New PD cover sheet reflects	current supervisory controls and organizational structure.	*			-50	

	lates servicer as inclection Agency Washing IC 20460	11. Duty Location .		Z. Fosnio	n Numoe	,
SEPA Pos	ition Description	Dallas, Texas	2		-8-0	72
3. Classification Action		,				
	of Standards Used To Classify This Po	Sistion				
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Supervisor's Recommendation	General Attorney	* ×	GS	0905	13	
5. Organizational Title of Positio	on (if any)	6. Name of Employee Lark	n, Whit	7191	-	
7 Organization (Give con	nolete organizational breakdowi	Carlos Zegueira-Bri	LEST1610	1. Orac	nez	
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	ntal Protection Agency					
Region 6		l.				
с.		9.	:			
Compliance Assurance	ce & Enforcement Division	In EPAYS Ornanization Code				_
Legal Branch			6EN			
	nent and Recognition System (F				Maria de la Companya	
	supervisor of 3 or more employee antive professional, technical,	An individual (as defined Act) who is authorized to	by Title VII	of the Ch	vil Service	e Reform
administrative work. D	tuties include assigning, directing, an	d a transfer, lay off, suspend	1. discipline	, or remo	ve one	or more
	duating performance, recommending and developing employees, etc.	of this responsibility is	not routine	or cleric	al in ne	ture. but
20		requires the consistent ex	ercise of inc	ependent	judgmen	L
A manager who dire	cts the work of an organization; is	A management official (as	defined by	Title VII o	the Civ	Service
accountable for the	success of line or staff programs	Reform Act) who formu	ilates, det	ermines, c	or influen	nces an
nontors, evaluates, a	and adjusts program activities; and of management duties outlined in the	prescribing general princip	oles, plans,	or contas	s of actio	on for an
Supervisory Grade E	valuation Guide, May also includ-	organization; deciding or	plans or	courses	of action	for an
organization or who ser	hare responsibility for managing the ve as an after ego to the manager.	organization. Managemen	t officials	must activ	ely parti	cipate in
	as an angle ago to injurnating	shaping the organization' regulations, give resource				
100		serve as expens or highly	y trained p	rofessional	s who in	
,,,	*	or interpret the organization	n's policies	and plans	•	
N None of the above	applies to this position. Exempt from P	MRS.				٠.
9. I certify that this is an ac	curate statement of the major duties a	nd responsibilities of this position a	nd its orga	nizational r	elations	ips, and
that this information is to	sary to carry out Governmental function be used for statutory purposes relating	g to appointment and payment of pu	ertification in ablic funds,	s made with	th the kn alse or m	owledge isleading
a. Typed Name and Title of Imme	e violations of such statutes or their imp	d. Typed Name and Trile of Seco	no-Level S	pervisor		
. Typed thank and the or man			. [
Deputy Branch Chie	f.	Branch Chief	<u>i</u>			
b. Signature	c. Date	e. Signature	. 1		f. Date	
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10. Official Classification		rops as planned and employee prog			,	
a. This position has n known promotion p		his position has known promotion po		rade –		
. Fair Labor Standards Act	/	c. Signature of Classification Office	cial i		d. Date	
Nonexempt	Exempt	Beth Hanten	1200	×	7-18	7-95
11. Remarks (Continue on addit	tional sheet(s) if necessary)	12010142111000	,			
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Duties and Responsibilities		4.1	i i			
Type on p	plain bond paper and attach to t	nis rom. Use romat shown o	n reverse			
	- 97) Benjamer EDA Form 3150 25				COLUMN TWO	

	Please ladinstructions on reve	rse before completing.				
	States Environmental Protection Agency Vilashington, DC 20460	1. Duty cocation .		2. Posiuci	Number	
SEPA PO	sition Description	DALLAS, TEXAS		6-8	-07:	2_
lassification Action						
905 ()	ete of Standards Used To Classity This Post 0/59	ion. —				
	b. Title		Service c.	Series d.	Grade .	CLC 1.
Official Allocation	General Attorne	er	23	905	13	-6/2
4. Supervisor's Recommendation	ASSISTANT REGIONAL COUNS	el - GENERAL ATTORNEY	GS.	905	13	
5. Organizational Title of Pos	ition (f any) GIONAL COUNSEL	PAUL VENDEL , QUIL	TON F	ARLEY.	LHERY L	Kace
7. Organization (Give o	ombiete organizational breakcown)	<u> </u>		7.		
ā.	nental Protection Agency					
b. REGION 6		L		*/		
OFFICE OF REG	IONAL COUNSEL	g.		-	,	
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WATER BRANCH	6C-W ement and Recognition System (PM		r in Co-	dos CCI	GM 12 1	5
S engaged in sull administrative work reviewing work personnel actions, to	ivel supervisor of 3 or more employees betantive professional, technical, or Duties include assigning, directing, and evaluating performance, recommending raining and developing employees; etc.	An individual (as defined by Act) who is authorized to transfer, lay off, suspend, employees, or effectively report this responsibility is not this responsibility is not the consistent exercises. A management official (as a Reform Act) who formula	hire, direct discipling commence to the control of	t, essign, e, or remo f such act e or cleric dependent	promote, in the example of the civil	r more xercise ure but
monitors, evaluates M performs the full ran Supervisory Grade deputies who fully	i, and adjusts program activities; and nge of management duties outlined in the Evaluation Guide. May also include share responsibility for managing the serve as an after ego to the manager.	organization's policies. The prescribing general principle organization, deciding on organization, or bringing organization. Management shaping the organization's regulations, give resource serve as experts or highly or interpret the organization.	es plans, plans or about a officials policies; information trained policies	creating, or course courses course or must active not just in or recordessional	establish s of action of action f action f action ely partici nterpret la- minendati s who imp	for an for an or the pale in ws and ons; or
X N None of the abo	ove applies to this position. Exempt from PMI	RS.				
that the position is need that this information is	accurate statement of the major duties and cessary to carry out Governmental functions to be used for statutory purposes relating t flute violations of such statutes or their imple	for which I am responsible. The ce o appointment and payment of pub menting regulations.	dification l	s made wit and that to	h the know	wledge !
2. Typed Name and Title of In	to agree the control of the section	d. Typed Name and True of Secon	d-Level Si	pervisor		
James L. Collin	- Bi	James O. Neet	uncol .			Ì
Associate Regio		Acting Regional Con	unseli		1.000	
O Signature		e, Signature	100		1. Date	<u>)</u>
10/Official Classification		1 01	[]			
This position ha		ps as planned and employee progr position has known promotion pol		rade –		
5. Fair Labor Standards Act Nonexempt	✓ Exempt	C. Signature of Classification Office	1		d. Date 3/12/	188
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12. Duties and Responsibiliti	ies	/-			1	-

PA Form 3150-1This is an 'official' document generated from the eOPF system.

ASSISTANT REGIONAL COUNSEL GS-905-13

INTRODUCTION

The individual occupying this position serves as principal attorney and counselor of individual programs and major phases of several related programs of regional and national significance. Beyond acting as a chief legal advisor to senior management, including the Regional Administrator and his/her Deputy, this person will also serve as the primary contact for Headquarters upper level managers. The position contemplates involvement with complex, highly technical factual, legal and policy issues affecting federal government relations with senior state and local officials and nationally important private industries. Incumbent copes with problems of first impression arising as new regulatory programs are implemented. Specifically, incumbent anticipates and recognizes novel cases as they arise, plans strategies for dealing with such cases through the administrative process insuring that an adequate record is developed in anticipation of judicial review.

MAJOR DUTIES AND RESPONSIBILITIES

- 1. Advisory and Counseling Duties. The types of cases which the individual will handle are similar to those described under the <u>Litigation</u> section below. The only distinction of significance is that efforts under this heading are matters not yet in litigation and the lawyer's skill and expertise are employed to avoid, to the extent possible, reaching the litigation stage. It is likely that the individual will, at any time, be managing at least the legal aspect of individual programs and major phases of related programs.
- 2. Judicial Litigation Although, in most instances, actual trial presentation will be handled by senior attorneys from the trial and appellate sections of the Department of Justice, the person occupying this position will be responsible for developing the complete Government case in any matter in litigation to which he or she has been assigned. This will include preparing memoranda of fact and law which will recommend a course of action for the Agency. Generally, these memoranda will be submitted directly to the individual responsible for authorizing formal legal action. In addition, the individual will conduct pretrial conferences, settlement negotiations and draft documents for submission to court under the signature of the trial attorney and his or her signature. In cases of national significance involving Headquarters attorneys, this attorney will still be lead or co-counsel, not subordinate to the participating Headquarters attorney(s).

The kind of cases which the attorney is expected to handle would include, generally, those which require a high degree of creative legal effort (often involving national issues) and impact major segments of U.S. industries. The cases usually involve significant sums of money and substantial public impact and interest.



in most cases, the legal and factual questions involved are extremely complex, involving highly technical arguments for which there is likely to a be little or no precedent. It is often the case that the problems involve more than one segment of the public or private industry; frequently, the issues which the individual occupying this position must address are highly sensitive and shape federal/state/local relations implementation of significant environmental programs. Often, this attorney will draft modifications to align proposed State legislation with new federal laws and may occasionally testify on behalf of the Agency before State legislative or administrative bodies. In every case, substantial sums of public and private funds are involved, and this attorney will be dealing directly with some of the most distinguished and highly-paid legal talent in the country.

- 3. Administrative Litigation Drafts and issues Notices of Violation (N.O.V.) under the various statutes. Using independent judgment within guidelines established nationally, determines compliance remedies and penalty amounts to be assessed then negotiates with recipients to bring N.O.V.s to a logical conclusion. Represents the agency as lead attorney in all administrative hearings and conferences. Also incumbent is responsible for all motions, briefs and arguments involved in resolving each administrative action. Handles all aspects of any appeals to the Administrator resulting from an administrative action.
- 4. Reviews records of administrative hearings or suits for or against the Government and involving the Regional Office in which the decision was unfavorable to the Government to determine whether to recommend appeal to a higher court. Considers the effect of the decision as a precedent if allowed to stand, the weight to the evidence, the amount of money involved, the cost of litigation, and other considerations bearing on the admissability of appeal. If appeal is recommended, and the recommendation approved, may prepare and/or present the Government's case before the Appellate Court.

Finally, this attorney will sit as both a quasi-judicial and administrative hearing officer, conducting investigative hearings to establish formal written records and informational meetings to afford the public and private interests the opportunity to influence national regulations and policies.

Naturally, the person occupying this position, while being assisted by a lower-graded attorneys on specific assignments directed to that individual, will perform some routine functions of a GS-12 attorney.

II. KNOWLEDGE REQUIRED BY THE POSITION

A professional legal knowledge of federal; state and local court systems; of administrative law in general; of federal rules of civil procedure and of evidence; and of legal research and writing principles, including the use of reporter systems and statutory compilations.



Admission to the Bar.

An appreciation of the delicate relationship between independent political subdivisions and federal agencies having concurrent responsibilities; of "human nature" and problems inherent in administering federal statutes; and of the technical capabilities and limitations of the regional office and the agency.

An ability to communicate, both orally and in writing, and hold public meetings should the need/desire be there; an ability to translate complex legal issues into understandable, concise and accurate explanations; an ability to recognize and resolve legal issues, often when not stated as such, for which there is likely to be no precedent; and an ability to respond promptly under pressure.

Substantial (i.e., sole responsibility for preparation of legal opinions or presentation of administrative or judicial cases) experience in drafting legal memoranda, conducting legal research and preparation for litigation. Also, substantial experience in advising senior management of an organization or a client on major legal/policy issues.

III. SUPERVISORY CONTROLS

The person occupying this position receives assignments through program officials, directly from the Regional Administrator, or directly from the Office of Compliance and Enforcement Monitoring, or the immediate supervisor. No preliminary instructions accompany most assignments. The incumbent is expected to research unusual circumstances, background information, and policy considerations independently before making decisions or recommendations. The incumbent informs the supervisor of some of the more controversial issues at which time the supervisor shares any additional facts of which he may be aware. Incumbent informs supervisor for purposes of coordination and information exchange. The incumbent writes the brief, or opinion, representing the agency in negotiations hearings, etc. The incumbent has broad latitude for independent judgment in planning the means by which results are achieved, applying his own professional competence and experience. Supervisor is consulted only on unusual or controversial issues. Recommendations and conclusions are generally relied upon and accepted as those of a specialist. Work is reviewed for completeness and conformance to policy. Incumbent is expected to carry out assignments within his area or responsibility with minimum preliminary instruction. At the time an assignment is made the supervisor may discuss the signficance of the problem and give any background information received. . From this point, the incumbent independently conducts the investigation or negotiation, plans the approach, and develops the completed decision, report, brief, opinion, or other product, or represents the agency at the conference, hearing or trial. Where a hearing or trial is involved, the supervisor will be briefed on the overall approach to be taken and the line or argument to be pursued, especially where an important



precedent effect is anticipated or there is widespread public interest in the outcome. Completed work is reviewed before it is signed for consistency with agency policy, for possible precedent effect, and for overall effectiveness. Where a hearing or trial is involved and the case involves important precedent, incumbent briefs supervisor. The supervisor may spot check work on significant issues but the approach and recommendations of the incumbent are rarely questioned. Approximately 10% to 20% of all work receives review and work is rarely revised by supervisor.

IV. GUIDELINES

Incumbent will be required to interpret and apply agency policy as reflected in legal and policy directives issued by the Office of Compliance and Enforcement Monitoring and high level-program administrators. Policy and other guidance may require modification to the situation at hand. The incumbent will have to utilize independent judgement in implementing Agency directives, along with judicial pronouncements, in the final work products. Guidance is available in the form of regulations, and specific media Guidance, and program guidance from operating personnel. A legal specialist at the Headquarters level is available for policy guidance.

V. COMPLEXITY

The nature of the cases impact a significant segment of the public and private sector, federal/state/local relationships, and involve large sums of money. The cases assigned to the incumbent present extremely difficult legal and factual issues are generally very controversial and do not have clearly applicable precedents. A substantial amount of basic knowledge, indepth research, thought, and articulation will often be necessary to fulfill the responsibility associated with an assignment. The incumbent will be expected to logically address critical subleties and interrelationships. Completion of an assignment will require independent judgment, and traditional or previously followed methods of problem solving will seldom be used by the incumbent.

VI. SCOPE AND EFFECT

The purpose of the work is to provide a high degree of skill and coordination to the region's programs and significant environmental issues. The performance of the work will have significant effect on the position of the Region on certain issues (locally and nationally) and is also critical to the overall effectiveness of the Agency's programs. Assignments involve issues of high public importance and establish precedent which will potentially affect Agency activity nationwide.

VII. PERSONAL CONTACTS

Contacts are potentially with all employees of Region 6, including the Regional Administrator, senior management, the General Counsel, Office of Compliance and Enforcement Monitoring, the Regional Counsels for Regions 1-5, 7-10 (and their respective staff), and with the public at large, including judges, individuals, corporation legal counsel, legislators, congressional representatives, state executives and administrators, mayors and other elected officials.

VIII. PURPOSE OF THE CONTACTS

To give or receive information; to solve problems; to discuss legal interpretations, arguments, positions, concepts, etc; to obtain guidance and/or information; and to facilitate completion of assignments in the most expeditious manner possible. The incumbent must be effective in presentation of legal points. The incumbent participates in conferences with representatives of operating programs, state and local officials, industry and other groups. Participates in negotiations concerning conflicts in state and federal regulations. Occasionally assists legislative committees in drafting legislation.

IX. PHYSICAL DEMANDS

Most of the work can be performed while seated. There is some walking, standing, bending and lifting of light items such as books and paper.

X. WORK ENVIRONMENT

The work is performed primarily in the regional office, although there may be out-of-twon trips (via commercial airlines or government transportation) to handle assigned matters.

XI. OTHER DUTIES

Performs other duties as assigned.





United States ENVIRONMENTAL PROTECTION AGENCY Washington, DC 20460

SF 52 Checklist

Entry Grade(s)/Full Performance Level of Position:	5F 52 Request #: FY 10 - 34	Position Title/Series: 65-0905
### DIRECTIONS: This form must be completed by the hiring official or supervisor for all personnel actions involving a change in position description (exceeding 180 days) and must be submitted along with the SF 52 Request for Personnel Action. Is this position one of the following that has been predesignated? Yes	1.1	GS
is this position description (exceeding 180 days) and must be submitted along with the SF 52. Request for Personnel Action. Is this position one of the following that has been predesignated? Yes No If you answered 'Yes,' please skip all remaining questions, sign and date the form. On-Scene Coordinator (High Risk) Contract Specialist (Moderate Risk) RCRA Corrective Action Officer (Moderate Risk) Grants Specialist-CS 12 and below (Low Risk) RCRA Corrective Action Officer (Moderate Risk) Grants Specialist-CS 13 and above (Moderate Risk) Inspector (Moderate Risk) Grants Specialist-CS 13 and above (Moderate Risk) Grants Project Officer (Moderate Risk) Deputy Division Director (High Risk) Grants Project Officer (Moderate Risk) Supervisor of High Risk Employees (High Risk) Directions for Questions 1-13: Answer all 'Yes/No* questions. For questions answered 'Yes," check all items that apply. Where explanation is requested, attach additional pages if needed. (1) Requires access to classified or sensitive information or materials: Yes No Secret Other information that if compromised could cause harm Top Secret Audits Proprietary information Investigations Proprietary information EPAs financial resources/records Confidential business information PPage Risk Specialist CS 12 Makes final decisions or authoritative recommendations, including ones that may have a direct effect on health and safety: Yes No What hazardous materials are involved? (2) Makes final decisions or authoritative recommendations, including ones that may have a direct effect on health and safety: Yes No What are they? (4) Obligates the Agency to take action or to spend funds. Yes No What actions? What amount of funding?	THE RESERVE OF THE PARTY OF THE	intant): General Attorney
On-Scene Coordinator (High Risk)		
Remedial Project Manager (Moderate Risk)	그리아 아무리 나는 그는 사람들이 되는 것이 되었다면 살아 보고 있다면 살아 있다면 살아 있다면 살아 있다면 살아 있다면 살아 있다면 살아 있다면 살아 있다면 살아 있다면 살아 살아 살아 살아 살아 살아 살아 살아 살아 살아 살아 살아 살아	
RCRA Corrective Action Officer (Moderate Risk)	☐ On-Scene Coordinator (High Risk)	Contract Specialist (Moderate Risk)
Inspector (Moderate Risk)	☐ Remedial Project Manager (Moderate Risk)	Grants Specialist-GS 12 and below (Low Risk)
Criminal Investigator (High Risk)	☐ RCRA Corrective Action Officer (Moderate Risk)	Grants Specialist-GS 13 and above (Moderate Risk)
Grants Project Officer (Moderate Risk) Contract Project Officer (Moderate Risk) Contract Project Officer (Moderate Risk) Directions for Questions 1-13: Answer all "Yes/No" questions. For questions answered "Yes," check all items that apply. Where explanation is requested, attach additional pages if needed. (1) Requires access to classified or sensitive information or materials: Yes No Secret	☐ Inspector (Moderate Risk)	Attorney (Moderate Risk)
Contract Project Officer (Moderate Risk) Directions for Questions 1-13: Answer all "Yes/No* questions. For questions answered "Yes," check all items that apply. Where explanation is requested, attach additional pages if needed. (1) Requires access to classified or sensitive information or materials: Yes No Secret	☐ Criminal Investigator (High Risk)	137 38 20
Contract Project Officer (Moderate Risk) Directions for Questions 1-13: Answer all "Yes/No* questions. For questions answered "Yes," check all items that apply. Where explanation is requested, attach additional pages if needed. (1) Requires access to classified or sensitive information or materials: Yes No Secret	☐ Grants Project Officer (Moderate Risk)	☐ Supervisor of High Risk Employees (High Risk)
The equires access to classified or sensitive information or materials: Yes No		
Secret		tuestions answered "Yes," check all items that apply. Where explanation is
Top Secret	(1) Requires access to classified or sensitive information or mate	rials: Yes 🗌 No 🗌
Top Secret	☐ Secret	Other information that if compromised could cause harm
Personally identifiable information Investigations Proprietary information EPA's financial resources/records Confidential business information EPA's financial resources/records Confidential business information EPA's financial resources/records Confidential business information EPA's financial resources/records Confidential business information What hazardous materials are involved? Capacitation Proprietary No Work is reviewed: Capacitation Proprietary Work is reviewed: Capacitation Proprietary Proprietary Proprietary Capacitation Capacitation Proprietary Capacitation Propri	☐ Top Secret	
Proprietary information	(CONT. 17)	☐ Investigations
Confidential business information Hazardous or dangerous material (nuclear, biological, or chemical) Yes No What hazardous materials are involved?	10-20 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	(1997) SA
What hazardous materials are involved? (2) Makes final decisions or authoritative recommendations, including ones that may have a direct effect on health and safety: Yes No (3) Supervision level received: Close supervision General supervision Administrative only Administrative controls are in place: Yes No What are they? (4) Obligates the Agency to take action or to spend funds. Yes No What amount of funding?	######################################	-
(2) Makes final decisions or authoritative recommendations, including ones that may have a direct effect on health and safety: Yes No (3) Supervision level received: Close supervision General supervision Administrative only Administrative controls are in place: Yes No What are they? (4) Obligates the Agency to take action or to spend funds. Yes No What amount of funding?	Hazardous or dangerous material (nuclear, biological, or chemic	al) Yes No
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□ Close supervision □ While In progress □ General supervision □ Only after completion □ Administrative only Administrative controls are in place: Yes □ No □ What are they? (4) Obligates the Agency to take action or to spend funds. Yes □ No □ What actions? What amount of funding? □ While In progress □ Only after completion □ No □ □ What are they? □ Only after completion □ Only after compl		luding ones that may have a direct effect on health and safety:
☐ Close supervision ☐ While in progress ☐ General supervision ☐ Only after completion ☐ Administrative only Administrative controls are in place: Yes ☐ No ☐ What are they? (4) Obligates the Agency to take action or to spend funds. Yes ☐ No ☐ What actions? What amount of funding? ———————————————————————————————————	(3) Supervision level received:	Work is reviewed:
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What are they?		
(4) Obligates the Agency to take action or to spend funds. Yes No What actions? What amount of funding?	Administrative controls are in place: Yes No	¥
What actions? What amount of funding?	What are they?	****
What amount of funding?	(4) Obligates the Agency to take action or to spend funds. Yes	No 🗆
	What actions?	5
What is the financial limit?	What amount of funding?	*
	What is the financial limit?	

EPA Form 1480-95

Continued on Page 2



Yes No	ng duties, and/or represents the Agency to external organizations or citizens:	
Communicates with:	Communication products involved are:	
Individuals	☐ Technical or policy reports	
Government-wide audience	Documents containing sensitive information	
☐ Audience beyond government	Outreach or public relations material	
_ Addictive beyong government	☐ Material posted on the EPA intranet or website	
(6) Makes policy: Yes 🗌 No 🗌		
(7) Protects critical infrastructure systems/prog Yes □ No □	grams, such as water treatment or other utilities and telecommunications:	
What is involved?		
(8) Directly enforces health regulations and/or	protects public safety: Yes ☐ No ☐	
	rsonnel, programs and activities: Yes 🗌 No 🗌	
What personnel, programs and/or activities are inv	volved?	
(10) IT position that creates, programs, adminis infrastructure: Yes ☐ No ☐	sters, or protects government information technology systems, databases or	
(11) Requires credentials: Yes 🗌 No 🗌	(A)	
(12) The scope of this position is:	The impact/potential harm this position could cause would be	
☐ Local	☐ Internal to EPA	
☐ Regional	☐ Government-wide	
☐ National	Beyond the government	
Global	*	
(13) Other unique or critical characteristics/dut	iles/requirements not covered above? Yes 🗌 No 🗌	
#A 50A		
Explain what they are:		
Explain what they are:		
Explain what they are:		
*		
Name (Please Print)	Title	
Name (Please Print)	Title	
*		
Name (Please Print)	Title	
Name (Please Print) Additional Signature	Title	
Name (Please Print)	Title	
Name (Please Print) Additional Signature	Title	



Extramural Resources Management Duties Checklist

This checklist may be used to identify duties in managing contracts, grants, cooperative agreements, and interagency agreements. It is a tool for identifying duties to be added to position descriptions for positions requiring 25% or more of time on any combination of extramural resources management duties. The checklist may be used as an amendment to position descriptions for positions requiring less than 25% of time on these duties.

Employee Information	Percentage of Time Spent on Extramural Resources Management
Name: Tommy Tucker Henson II	x_ This position has no extramural resources
Position Number: FY10-34	management responsibilities. Total extramural resources management duties
Title: General Attorney	occupy less than 25% of time. Total extramural resources management duties occupy 25% to 50% of time. These duties are
Series/Grade: GS-0905-13	indicated below and described in the position description.
Organization: 6RC-EW	Total extramural resources management duties occupy more than 50% of time. These duties are indicated below and described in the position description.
	*
When this checklist is used as an amendment to a position des	cription, the following signatures are required:
Supervisor's Signature	Date 3 10 10
Personnel Specialist's Signature	Date
Pre-award: Plans procurements Estimates costs Obtains funding commitments Prepares procurement requests Writes statements of work Reviews statements of work Processes unsolicited proposals Responds to pre-award inquiries Participates in pre-award conferences Conducts technical evaluation of proposals Participates in debriefing/protests Other (list)	Monitors management and performance of delivery orders/work assignments after award Defines scope of work for work assignments Approves payment requests or ACH drawdowns Manages cost-reimbursement contracts Reviews invoices Inspects and accepts deliverables Other (list) Close-out: Writes reports on contractor performance, costs, and tasks performed Reconciles payments with work performance Closes out payments Performs cost accounting Provides assistance to Contracting Officer in
Post-award: Prepares delivery orders	settling claims Other (list)
Reviews contractor work plans Reviews contractor progress reports	



Part 2. Grants/Cooperative Agreements Duties	Advises Grants Management Office of potential
	problems/issues
Pre-application/Application:	Participates in decision/actions to ensure
Prepares solicitation for proposals	successful project completion and in decisions to
Identifies potential grantees for areas of program	impose sanctions
emphasis .	Approves payments requests or ACH drawdowns
Makes initial determinations (whether project is	Reviews requests for modifications, additional
procurement or assistance, whether agency has	funding, etc. and makes recommendations to
legal authority, whether applicant is eligible,	Grants Management Office
whether funding is available, etc.)	Negotiates amendments
Provides administrative information to applicants	Reviews Cost/Price/Analysis for recipient
Determines appropriateness of applicant's	contracts/change orders (Superfund only)
workplan/activities/budget and compliance with	When necessary, recommends termination of the
regulations and guidelines and negotiates	agreement
changes with applicant	Resolves with Grants Management Office
Assists applicant in resolving issues in application	administrative and financial issues
For cooperative agreement, determines	Conducts periodic reviews to ensure compliance
substantial Federal involvement and develops a	with agreement
condition for agreement	Other (list)
Negotiates level of funding	Culot (list)
Conducts site visits to evaluate program capability	Close-out:
Serves as resource to Selection Panel	Certifies deliverables were satisfactory and timely
	Provides assistance to recipients and Grants
Informs applicants of funding decisions	
Other (list)	Management Office to ensure timely closeout
* constant	Reconciles payment with work performed
Award:	Notifies recipient of close-out requirements
Prepares funding package, including Decision	Obtains legal assistance if necessary to resolve
Memorandum	incomplete close-out
Obtains concurrences/approvals	If project is audited, responds to issues and
Reviews/concurs in completed document	ensures recipient complies with audit
Establishes project file	recommendations
Other (list)	Other (list)
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients	Percentage of Time Spent on Grants/Cooperative Agreements Management:
Part 3. Interagency Agreements Duties	Monitors cost management and overall technical
Tare of interagency Agreements Duties	performance
Pre-Agreement:	Participates in decisions about project
Plans and negotiates work effort	modification/termination
Estimates costs	Conducts periodic review of Superfund State
Obtains funding commitments	contracts payment receipts (Superfund only)
Prepares commitment notice	Inspects and accepts deliverables
Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing	Other (list)
Responds to pre-agreement inquiries	00101 (1101)
Participates in pre-agreement conferences	Close-out:
Coordinates with appropriate staff in developing	Reviews final report
Independent Government Cost Estimates (IGEs)	Decides on disbursement of equipment
Negotiates and ensures execution of Superfund	Reconciles payments with work performed
State Contracts (Superfund only)	Reviews Superfund State Contracts to ensure full
Performs technical evaluation of work plan and	reimbursement (Superfund only) Certifies deliverables
budget	
Prepares funding package and obtains necessary	Resolves close-out issues with Grants
concurrences	Management Office/other agency
Other (list)	Other (list)
Project Management/Administration:	Time Spent on Interagency Agreements Management:
· · · · · · · · · · · · · · · · · · ·	
Waylows progress tapagethings and reports	
Reviews progress reports/financial reports	0 %



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POSITION DESC	CRIPTION (Please I	Read Instructions o	n the Ba	ick)				Position No. 0-013
2. Reason for Submission	3. Service	4. Employing Office Lo	eation	5. Duty Statio	n			rtification No.
Redescription 🗹	New Hootrs Field	7. Fair Labor Standard	a Act	8 Financial St	eternents Required		9 Subject	to IA Action
Reestablishment Explanation (Show any pos	Other itions replaced)		Vonexempt	Executive Pe	reconnel Employ	bns tnem	☐ Yes	□No
500		10. Position Status	TOTIONELIPE	11. Position Is	12. Sensitivity	d interest		titive Level Code
		Competitive	gř.	Supervisory	1Non- Sensitive	3Critical		
		Excepted (Specify		1000	2-Nonerátical	4Special	14. Agency	y Use
15. Classified/Graded by	Official Ti	SES (Gen.)	SES (CR)	Pay Plan	Sensitive Code	Grade	Initials	Date
a. Office of Per- sonnel Management		10	1					
b. Department, Agency or Establishment			***************************************					394-34
c. Second Level Review								
d.First Level Review		77 17 17 17 17 17 17 17 17 17 17 17 17 1					/	-
e. Recommended by Supervisor or Initiating Office GE	NERAL ATTORNEY			GS	0905	12		-
16. Organizational Title of	Position (il different from offii	cal title)			mployee (if vacant, spe		<u> </u>	
18. Department, Agency, o	w Establishment	THE RESERVE OF THE PERSON OF T	a Third	HENSON Subdivision	II, TOMMY TU	CKER		
U. S. EPA, Re			C. IIIII	Subulyisign		- 10		
a. First Subdivision	"		d. Fourt	h Subdivision				
	gional Counsel							
b. Second Subdivision Water Enforces	ment Branch (6RC	- FW)	e, Fifth	Subdivision			,	3 ×
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Scott McDona	ald, Water Enfor	cement Branch	Su	ızanne Mu	rray, Regiona	al Cou	nsel	
Signature		Date	Signatur					Date /
Poster	-1	1 03/10/10	1 /	Then	~ 6			1 63 popo
21. Classification/Job G tion has been classi in conformance with Personnel Managem ly, consistently with Typed Name and Title of Ol	rading Certification. I cer fied/gradedvas required by h standards published by the neart or, if no published standards the most applicable published.	tify that this posi- i Title 5, U.S. Code, the U.S. Office of indards apply direct- lished standards.	22. Poai	tion Classification	on Standards Use∲in Ö	lassifying/0	irading Posit	ion
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Signature — — —		(Date	positio	n may be rev	lable in the personi lewed and correcte	d by the	agency or	the U.S. Offic
			appeal	rsonnel Mana s, and compl mel office or t	agement, Informa aints on exemption he U.S. Office of Pe	from FL	SA, is ave	ion/job gradin ailable from th it.
23. Position Review	Initials Date	Initials Date	Initials	Date	Initials	Date	Initials	Date
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b.Supervisor c. Classifier 24. Remarks		1	1	-1			!	100
c. Classifier 24. Remarks	ajor Duties and Respons	1						



1. Duty Location

2. Position Number

6-6-013

Position Description

DALLAS, TX

Abocation General Attorney GS 905 12 444 Supervisor's Regormendiation Organization (Give complete organizational breakdown) A. U. S. Environmental Protection Agency D. Legal Enforcement Branch Region 6 Water Section (LRC-EW) 8. Performance Management and Recognition System (PMRS) Certification for Positions in Grades GS/GM 13-15 First or second level supervisor of 3 or more employees engaged in audistantive professional, technical, or second level supervisor of 3 or more employees organization actions, training and developing employees, etc. or engaged in audistantive professional, technical, or personnel actions, training and developing employees, etc. or engaged in audistantive professional, technical, or personnel actions, training and developing employees, etc. or engaged in audistantive professional personnel actions, training and developing employees, etc. or engaged in audistantive professional personnel actions, training and developing employees, etc. or engaged in audistantive professional personnel actions, training and developing employees, etc. or engaged in audistantive professional activation, and personnel actions, training and developing employees, etc. or engaged in audistantive professional activation, and personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, training and developing employees, etc. or engaged personnel actions, train		b. Tisl	e General Attorney	Service c.	Series d.	Grade e.	CLC f.
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	12. Duties and Responsibilit	es					

Position Questionnaire for Nodsupervisory

Regional Attorney Position

A. INSTRUCTIONS.

- 1. Complete this questionnaire in an original and four copies.
- Follow the instructions on the reverse of the EPA Form.
 3150-1 and, in addition, complete Parts B-E.

•	regional attorney responsible for the following program or specialty area. (Give a brief description of the position's (5°)
155	regional attorney responsible for the following program or Am
	specialty area. (Give a brief description of the position's (500
	program or specialty area, if applicable). The primary. Or
	specialty area. (Give a brief description of the position's (5° program or specialty area, if applicable). The primary of the
	prosecuting approximately one-third of the civil referrals
	prosecuting approximately one third of the civil reletions
	(lawsuits) against violators of the Clean Water Act in the
	jurisdictional area covered by Region 6.
	1. 11

- C. NATURE OF CASES OR LEGAL PROBLEMS. Check the box most representative of the work of the position.
- 1. TYPE I legal work performed by the employee is characterized by the following features: legal questions/factual situations are easily resolved; facts are well-established or easily determinable; clearly applicable precedents are involved; impact of case/problem is local; sanctions/fines/penalties are relatively minor; no new precedents and limited sums of money are involved; there is no widespread social or political impact; there is limited public interest; and the other features of the legal work are substantially as described above.
 - 2. TYPE II legal work performed by the employee is characterized by the following features: clearly applicable precedents are absent; program is new; issues are novel; applicability of precedents are highly arguable; different possible constructions of facts/laws/precedents are possible; regional economic/political/social impact are possible; an

affect large corporations, large labor groups, entire regions, or major EPA programs; large sums of money are involved (e.g., hundreds of thousands of dollars); there is considerable public interest; and cases are strongly contested.

3. TYPE III - legal work performed by the employee is characterized by the following features: work is usually national in scope; extensive research and analysis is required involving the recruitment and evaluation of expert testimony or information in controversial areas of scientific, financial, corporate, medical, engineering, or other highly technical areas; the case/problem can broaden or restrict the activities of the Agency; impact is on a major industry (e.g., steel) where the economic consequences of the case/problem can affect its health and stability; work is of unusual delicacy because of the serious consequence of error; cases involve large sums of money (e.g., millions of dollars); extremely capable legal talent vigorously contests the case; interest is usually nationwide and may involve leading members of Congress and top officials of state governments; extensive national press coverage is present; and typical preventive actions taken can alleviate situations that would invariably develop into TYPE III cases/problems.

D. LEVEL OF RESPONSIBILITY. Check the box most representative of the way the attorney carries out his/her responsibility. Reference should be made to the Position Classification Standards for the General Attorney Series, GS-905, when completing this section.

- 1. Level A
- 3. Level C
- ______ 4. Level D (exceeds level C but does not meet level E, or compares with level C in some respects and level E with others).
- E. <u>DUTIES AND RESPONSIBILITIES</u>. Complete the boxes appropriate to the work of the position by entering D for developmental duty (i.e., a duty assigned to acquire and maintain proficiency, enhance self-development, gain familiarity with the ORC legal process, assist higher-graded attorneys, or for other purposes); and P for primary duty (i.e., a duty that constitutes a basic reason for the existence of the position; results in specifically work accomplished.

- P: 1. Keeps abreast of the program(s) or functions(s) to which assigned and keeps up-to-date on all relevant court and administrative decisions as well as pending and completed legislation in order to assure that the supervisors and other officials of the Office of Regional Counsel and the program(s) or function(s) serviced receive the latest and most appropriate legal advice and information so as to enable them to be alerted in time to new developments and thereby successfully carry out their function(s) and/or program(s).
- P 2. Provides relevant written and oral legal advice, interpretations, precedents, comments, and the like to the supervisors and other officials of the Office of Regional Counsel and the various program(s) or function(s) serviced in order to assure that all legal related activities, program(s), or function(s) are carried out in compliance with governing laws and regulations, and that all proposed guidance, directives, and other written materials are in accordance with Agency policies and legal authorities. Drafts the terms and conditions of items such as permits, notices of violation, administrative orders or administrative complaints (particulary where novel or complex matters are involved) so as to ensure the enforceability and defensibility of those terms and conditions. Interprets statutes, regulation and other legal precedents covering EPA's activities. Advises program managers on the legal implications of alternative courses of action.
 - Provides client program offices with support in the conduct of litigation. Develops legal briefs, pleadings, motions, and similar legal documents for submission to court and/or administrative bodies. Prepares cases and develops case strategies. Represents the Agency before courts and/or administrative bodies. Provides assistance in negotiating enforcement matters and is present whenever outside parties are represented by counsel in those negotiations. Prepares documents needed for referral packages based upon technical information and support from the Regional program offices and reviews requests for judicial action prior to their referral to the Assistant Administrator for Enforcement and Compliance Monitoring. Following the referral of a case to the Department of Justice, the incumbent is responsible for fulfilling all request for supplementalinformation by the Department or by the U.S. Attorney's Manages the conduct of the Agency's participation in defensive litigation, and assists the Department of Justice or the U.S. Attorney in the litigation.
 - drafting process = 1 drafting

special projects are completed in accurrence vite panerally consults with the Regional program managers regarding delegations of Agency programs to state agencies and approval of state pollution control programs.

P	5. Coordinates legal activities with external organizations,
1 1	such as municipal/county/Congressional staffs, industry,
	public interest groups, officials of state and other federal
	agencies, etc., in order to explain and defend the Agency's
	laws, regulations, policies, and practices, to obtain
	feedback as to the effect of the Agency's activities and
	program(s), both real and perceived, on external groups;
	and to recommend revisions to Agency policies, practices,
	and regulations so as to make them more efficacious and yet
	comply with the law. Manage's the Agency's legal participation
	in hearings and administrative appeals of actions originating
	in the Regions, including proceedings relating to permits
	and administrative civil penalties.

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PACTOR I, KNOWLEDGE REQUIRED BY THE POSITION Describe the kind ag piore of knowledner) od in di :-how these knowledges and akills civil Lit Professional knowledge . tive law, and federal rules of civil procedure, as would typically be acquired through a three year law school curriculum and at longt the years a periodical Carrier regard and govern pectile of Attrieu becauseounds and edverse positions in order to reach legally acceptable compromises. Skill in writing factual and legal statements in precise wording which will be understandable by the addressee, whether that person be of extensive or limited experience. Ability to prepare complex legal documents such as pleadings, briefs, interrogatories, and court or administrative orders. Knowledge of legal interpretations and enforcement policies regarding the environmental laws and general federal Ability to recognize and resolve legal issues and to express the issues

and resolution clearly, either orally or in formal written briefs or memoranda

after appropriate legal research.

quidelines.

C. FACTOR 2, SUPERVISORY CONTROLS: Describe how the work is assigned, the employee's responsibility for carrying out the work, and how the work is reviewed.

Reports to the Associate Regional Counsel for the appropriate subject matter area. The Attorney has an attorney-client relationship with Regional program managers and the Office of Enforcement and Compliance Monitoring. Areas of responsibility are assigned by the Regional Counsel. Work assignments are made by the Associate Regional Counsel or by the Regional Counsel who will direct and coordinate the Attorney's work in specific subject matter areas. In some cases, work is performed at the request of Regional program managers. Work will be discussed generally with the Associate Regional Counsel while in process, and finished work will generally be reviewed by the Associate Regional Counsel to assure

consistency with Agency policy, precedential effect and overall quality.

D. FACTOR 3, GUIDELINES Describe the nature of the guidelines for performing the work and the judgement needed to apply the guidelines or develop new guidelines.

Guidelines include federal and state statutes and regulations and court rules; interpretations of such statutes and regulations as expressed in judicial and administrative opinions; and statements of policy of the Agency headquarters, the Regional office, state and local agencies, and other federal agencies.

Inasmuch as the Attorney must deal with legal issues in specific factual contexts, the Attorney must use independent judgment in applying guidelines or in developing

E. FACTOR 4. COMPLEXITY: Describe the nature of the assignment, the difficulty in identifying what needs to be done, and the difficulty and originality involved in performing the work.

Cases and other matters assigned will commonly require the evaluation of complex technical factual material and the application of legal knowledge in order to determine the legal options available. Negotiations are sometimes involved which could have potentially important effects, both financial and legal, for the regulated entity, as well as the complex relationships between federal and state governments. The Attorney may represent the Agency in a courtroom setting, requiring immediate analysis of new legal and factual issues, application of the correct legal principles and Agency policy, and the use of them in obtaining information from witnesses or in persuading courts to rule in the desired manner.



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The purpose of the work is to provide sound legal advice and to participate in the development, presentation, and implementation of the Agency's legal positions

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issues or in specific cases, and in important issues and cases, the position established may have a precedential effect nationally.

G. FACTOR E. PERSONAL CONTACTS: Describe the employee's face-te-face or telephone contacts other than with the supervisor.

Face-to-face and telephone contacts are made with Agency personnel, including headquarters, and the Department of Justice, principally at the working level but often including mid-level management or even; on occasion, senior management. Similar contacts are made with working level and management personnel of state agencies and regulated entities. Contacts are made with all levels of court and administrative hearing personnel, by telephone and in open court and in chambers. Contacts with the general public are made by telephone and in hearings at which the Attorney is either an advocate or an impartial hearing officer.

4. FACTOR 7, PURPOSE OF CONTACT: Describe the reasons for the personal contacts described in Factor 6 and identify the skills needed to accomplish the personal work contacts successfully.

The purposes of the contacts are to give or receive information; to solve problems; to discuss legal interpretations, arguments, positions, concepts, etc.; to obtain or provide guidance; and to facilitate completion of assignments in the most expeditious manner possible. The purpose is also to provide legal advice, to assert the Agency's legal positions and to obtain compliance with applicable statutes and regulations.

Work is mostly sedentary. However, employee may be required to engage in considerable travel, especially with respect to on-site evaluations, and to work long hours in connection with complex negotiations and judicial or administrative proceedings.

J. FACTOR 9, WORK ENVIRONMENT: Describe the risks and discomforts imposed by the physical surroundings and safety pre-

Work is usually performed in an office or conference room, with some courtroom work. Visits to industrial sites will not be common but may be slightly hazardous.

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TON TITLE	SERIES	GRADE	POSITION NUMBER
eneral Attorney	GS-905	12	6-6-013

Item 8 amended to reflect change in second-level supervisory control.

1-11-57

MENTER'S SIGNATURE

DATE

ISUPERVISOR'S SIGNATURE

DATE

REQUEST FOR PERSONNEL ACTION

Actions Requested						,		1 M - 1 M -	2. Rec	quest Number
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REQUEST FOR PERSONNEL ACTION

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Suzanne Murray, Regional Counsel ART B - For Preparation of SF 50	The state of the s	Ca Constant	ungrine Acs	abec Principal Deputy A	ssistant Adminis	trator
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PART D - Remarks by Requesting Office (Note to Supervisors: Do you know of additional or conflicting reasons for the employee' If "YES", please state these facts on a separate sheet and attach to	SF 52.)
AFRER 2-3 Attantits to Fire this 52- they (Degion 6) had 2 other Candidates	- Henson agreed to terms on three that with drew from Conseduation
PART E - Employee Resignation/Retirement Privacy Act of Your are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled. This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regula- Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining por Your resignation/retirement is effective at the end of the day - midnight - unless you specified.	tions with regard to employment of individuals in the Federal service and their records, while section 5505 requires agencies to furnish the specific passon for termination of Federal Service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs. The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving; (1) your copies of those documents you should have; (2) pay or other compensation the you; and (3) any unemployment compensation benefits to which you may be entitled. scible unemployment benefits. Please be specific and avoid generalizations.
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M 39- More- Phosen Service M 39- more- militar Service M 40- none- Prior Metinements M 40- none- Prior Metinements	Date 3. Your Signature	3. Date Signed	4. Forwarding Address (Number, Street, City, State, ZIP Code)
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Extrament Polies Checklist

This checklist may be used to identify duties in managing contracts, grants, cooperative agreements, and interagency agreements. It is a tool for identifying duties to be added to position descriptions for positions requiring 25% or more of time on any combination of extramural resources management duties. The checklist may be used as an amendment to position descriptions for positions requiring less than 25% of time on these duties.

Employee Information	Percentage of Time Spent on Extramural
Name: Tommy Tucker Henson II	Resources Management
Position Number: FY10-34	x This position has no extramural resources management responsibilities. Total extramural resources management duties
Title: General Attorney	occupy less than 25% of time. Total extramural resources management duties occupy 25% to 50% of time. These duties are
Series/Grade: GS-0905-12	indicated below and described in the position description.
Organization: 6RC-EW	Total extramural resources management duties occupy more than 50% of time. These duties are indicated below and described in the position description.
*	description.
When this checklist is used as an amendment to a position d	lescription, the following signatures are required:
Supervisor's Signature	Date
Personnel Specialist's Signature	Date
Pre-award: Plans procurements Estimates costs Obtains funding commitments Prepares procurement requests Writes statements of work Reviews statements of work Processes unsolicited proposals Responds to pre-award inquiries Participates in pre-award conferences Conducts technical evaluation of proposals Participates in debriefing/protests Other (list)	Monitors management and performance of delivery orders/work assignments after award Defines scope of work for work assignments Approves payment requests or ACH drawdowns Manages cost-reimbursement contracts Reviews invoices Inspects and accepts deliverables Other (list) Close-out: Writes reports on contractor performance, costs, and tasks performed Reconciles payments with work performance Closes out payments Performs cost accounting Provides assistance to Contracting Officer in
Post-award: Prepares delivery orders Reviews contractor work plans Reviews contractor progress reports	settling claims Other (list)
Monitors government-furnished property Monitors cost, management, and overall technical performance of contract after award	Percentage of Time Spent on Contracts Management:



Part 2. Grants/Cooperative Agraments Duties	Advisor Grants Management Office of potential
Pre-application/Application:	proble
Prepares solicitation for proposals	successful project completion and in decisions to
Identifies potential grantees for areas of program	impose sanctions
emphasis	Approves payments requests or ACH drawdowns
Makes initial determinations (whether project is	Reviews requests for modifications, additional
procurement or assistance, whether agency has	funding, etc. and makes recommendations to
legal authority, whether applicant is eligible,	Grants Management Office
whether funding is available, etc.)	Negotiates amendments
Provides administrative information to applicants	Reviews Cost/Price/Analysis for recipient
Determines appropriateness of applicant's	contracts/change orders (Superfund only)
workplan/activities/budget and compliance with	When necessary, recommends termination of the
regulations and guidelines and negotiates	agreement
changes with applicant	Resolves with Grants Management Office
Assists applicant in resolving issues in application	administrative and financial issues
For cooperative agreement, determines	Conducts periodic reviews to ensure compliance
substantial Federal involvement and develops a	with agreement
condition for agreement	Other (list)
Negotiates level of funding	12- A-0-40.
Negotiates level of funding Conducts site visits to evaluate program capability Serves as resource to Selection Panel Informs applicants of funding decisions Other (list)	Close-out:
Serves as resource to Selection Panel	Certifies deliverables were satisfactory and timely
Informs applicants of funding decisions	Provides assistance to recipients and Grants
Other (list)	Management Office to ensure timely closeout
A CONTRACTOR OF THE CONTRACTOR	Reconciles payment with work performed
Award:	Notifies recipient of close-out requirements
Prepares funding package, including Decision	Obtains legal assistance if necessary to resolve
Memorandum	incomplete close-out
Obtains concurrences/approvals	If project is audited, responds to issues and
Reviews/concurs in completed document	ensures recipient complies with audit recommendations
	recommendations
Establishes project file	
Other (list)	Other (list)
Other (list)	Other (list)
Project Management/Administration:	Other (list) Percentage of Time Spent on Grants/Cooperative
Project Management/Administration: Monitors recipient's activities and progress	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies	Other (list) Percentage of Time Spent on Grants/Cooperative
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management: 0 %
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0 % Monitors cost management and overall technical performance
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management: 0 % Monitors cost management and overall technical
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort	Other (list) Percentage of Time Spent on Grants/Cooperative Agreements Management: 0 % Monitors cost management and overall technical performance Participates in decisions about project
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort	Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort	Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort	Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs)	Percentage of Time Spent on Grants/Cooperative Agreements Management:
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund State Contracts (Superfund only)	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund State Contracts (Superfund only) Performs technical evaluation of work plan and	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund State Contracts (Superfund only) Performs technical evaluation of work plan and budget	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration:	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration:	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration:	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Other (list) Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund State Contracts (Superfund only) Performs technical evaluation of work plan and budget Prepares funding package and obtains necessary concurrences Other (list)	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund State Contracts (Superfund only) Performs technical evaluation of work plan and budget Prepares funding package and obtains necessary concurrences Other (list) Project Management/Administration:	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0
Other (list) Project Management/Administration: Monitors recipient's activities and progress Reviews reports and deliverables and notifies recipient of comments Provides technical assistance to recipients Part 3. Interagency Agreements Duties Pre-Agreement: Plans and negotiates work effort Estimates costs Obtains funding commitments Prepares commitment notice Writes or reviews scope of work Responds to pre-agreement inquiries Participates in pre-agreement conferences Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs) Negotiates and ensures execution of Superfund State Contracts (Superfund only) Performs technical evaluation of work plan and budget Prepares funding package and obtains necessary concurrences Other (list)	Percentage of Time Spent on Grants/Cooperative Agreements Management: 0

